

清华大学
国际传播研究中心



BLACKMORES
INSTITUTE

中国职场女性 心理健康绿皮书

2019

Green Paper on the Mental Well-Being
of Chinese Career Woman



清华大学国际传播研究中心和澳佳宝研究院简介

清华大学国际传播研究中心

清华大学国际传播研究中心是清华大学校级重点研究机构，是在汪道涵先生和王大中校长的共同倡议下，由清华大学校务委员会于1999年7月15日决定成立。

20年来，中心在全球媒介素养研究、国家软实力建设、公共品牌塑造、危机传播管理、新闻发布制度建设与人才培养、新闻改革和新闻教育等领域积累了深厚的科研实力和大量的实践经验。中心已形成政策、学术、媒体、产业多边互动的构架和机制，被政界、学界、传媒界和产业界视为中国在全球传播领域的顶级智库，在国家一些重要决策上参与咨询。

清华大学国际传播研究中心也是健康传播和健康教育理论和实践的领军者。中心成立以来参与了多项重大公共卫生政策咨询，在媒体培训和社会倡导上做出突出贡献。中心与国务院防治艾滋病工作委员会、国家卫生健康委员会、国家药品监督管理局、中国疾病预防控制中心等机构联合举办了几百场健康报道研讨班，为中国培训了5万多名媒体总编辑、制片人和卫生行业记者。

澳佳宝研究院 (BLACKMORES Institute)

澳佳宝研究院成立于2012年，是澳大利亚领先的自然营养品公司BLACKMORES澳佳宝旗下的非盈利性专业研究中心，旨在通过对最前沿的补充医学研究进行循证分析，从而推动天然药物的有效使用。

澳佳宝研究院专注于补充医学的研究、创新和教育，并与世界各地知名科研机构、医疗机构及大学合作，分享和交流自然健康领域的最新观点。此外，研究院致力于通过将针对营养素和草药的研究转化为有效的健康解决方案，从而推动健康领域的专业实践和公共卫生事业。

专家委员会

特别感谢以下专家委员会成员为绿皮书的撰写提供学术指导(专家排名不分先后，按姓氏拼音排序)：

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背景介绍

项目简介

为响应《“健康中国2030”规划纲要》，清华大学国际传播研究中心与澳佳宝研究院于2017年以来，携手开展了一系列健康教育和传播项目，其中包括以职场女性健康为主题的专项研究。该《中国职场女性心理健康绿皮书》是继2018年《中国职场女性健康绿皮书》之后双方合作完成的第二本系列调研报告。

2018年12月，清华大学国际传播研究中心与澳佳宝研究院联合发布《中国城市职场女性健康绿皮书》。调研显示，激烈的职场竞争与工作压力给职场女性带来诸多身心健康隐患，亚健康状态普遍，尤以睡眠问题为甚。而在影响健康的众多因素中，久坐、作息不规律、长期注视屏幕等“办公室生活”对职场女性的健康影响尤为突出。与此同时，我们发现，职场女性有较强的健康管理意识，她们对于专业、权威的健康知识有着迫切的需求。

围绕绿皮书中发现的问题，澳佳宝研究院和清华大学国际传播研究中心继续深化研究，于2019年5月在京举办女性健康传播媒体研讨会，来自营养学、心理学和传播学的数位资深专家学者与超过20位健康领域的记者共同探讨了职场女性健康传播的有效方法，并启动“2019年自然健康传播奖”。

针对绿皮书中所反映出的心理健康问题，即焦虑、抑郁等现象日渐成为职场女性的隐性健康困扰，清华大学国际传播研究中心和澳佳宝研究院于2019年9月启动新一轮调研，并于12月发布此份《中国职场女性心理健康绿皮书》主题调研报告，给职场女性提供专业的心理健康科普与建议。

项目通过在线问卷调研的方式采集数据，来自心理学、营养学、妇产科、健康传播等各领域的专家就调研中发现的问题提供了专业、科学的健康指导意见。

调研方法



调研人群：

20-59岁的中国职场女性



研究方法：

1199名职场女性的在线问卷调查



地域分布：

覆盖中国大部分地区，其中华东地区占比37.5%，华北地区占比17.4%，华南地区占比17.3%，华中地区占比10%，西南地区占比7.4%，东北地区6.7%，西北地区3.7%。



调研日期：

2019年9月至2019年10月

随着经济社会的快速转型和生活节奏的明显加快，我国国民的心理健康问题日益凸显，也越来越成为引人关注的公共卫生问题。在身负多重压力的职场女性群体中，心理健康状况更是不容乐观。2018年，由清华大学国际传播研究中心和澳佳宝研究院联合发布的《中国城市职场女性健康绿皮书》中显示，近四成职场女性认为自己的心理健康“状态一般”或者“比较差”，焦虑、抑郁等日渐成为职场的健康隐忧。

为了进一步探究职场女性的心理状况，清华大学国际传播研究中心和澳佳宝研究院再次携手，在2018年调研的基础上启动新一轮心理健康专项调研，发布2019年《中国职场女性心理健康绿皮书》主题报告，解码中国职场女性心理健康现状，并以专业知识帮助职场女性提升自身心理健康管理水平、倡导健康的生活方式。

调研显示，中国职场女性心理问题呈现普遍化和年轻化趋势，逾八成职场女性在过去一年中都面临焦虑和抑郁问题的困扰，80、90后尤甚；工作、经济压力和外貌成为职场女性心理问题最主要的三大来源，而包括熬夜、移动电子设备过度使用和独居等现代生活方式也给职场女性心理健康问题造成了隐患。此外，孕产期作为女性人生中的特殊阶段，也是职场女性抑郁情绪高发的脆弱期。在心理问题纾解方式方面，我们发现职场女性普遍依靠倾诉、购物、睡觉等自我调节方式，较少求助专业心理工作者。

针对调研中反映出的职场女性心理健康现状，我们邀请了多个领域的权威专家组成专家委员会进行专业解读，并提供了详实的心理健康管理建议。

目前，心理健康建设已被摆上国家卫生事业的重要议程。我们很高兴可以深化去年《中国城市职场女性健康绿皮书》的重要发现，充分发挥项目价值，助力解决职场女性心理健康痛点，提升职场女性整体健康水平。我们也希望能以此为一个小小的切入点，呼吁社会各界同仁志士携手合作，推动我国心理健康事业的发展，共同创建一个幸福的社会。

在此，我们谨向所有参与此次调研的合作伙伴和专家委员会成员们表示感谢！



李希光
清华大学国际传播研究中心主任



Lesley Braun
澳佳宝研究院院长



01

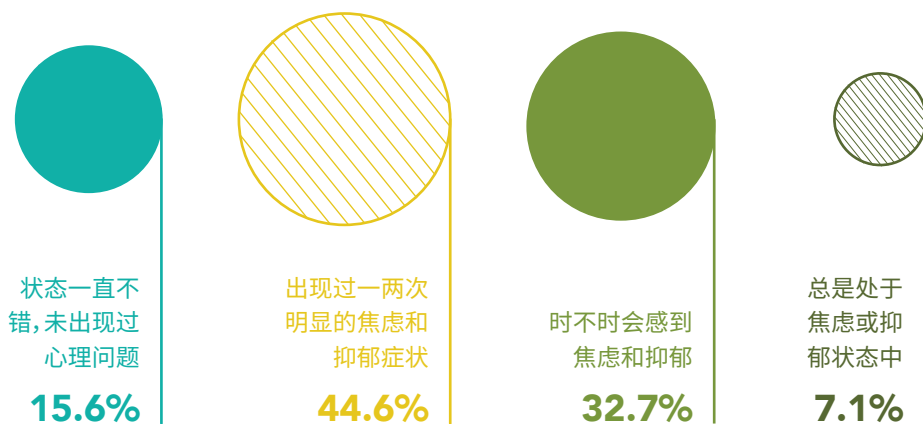
职场女性心理问题呈普遍化和年轻化趋势，90后尤其值得重视

逾八成职场女性在过去一年中出现过焦虑和抑郁状态

随着经济社会的快速转型和生活节奏的加快，心理健康问题日益凸显，也越来越成为引人关注的公共卫生问题。2018年，由清华大学国际传播研究中心和澳佳宝研究院联合发布的《中国城市职场女性健康绿皮书》中显示，中国职场女性的心理健康状况不容乐观，近四成职场女性认为自己的心理健康“状态一般”或者“比较差”。

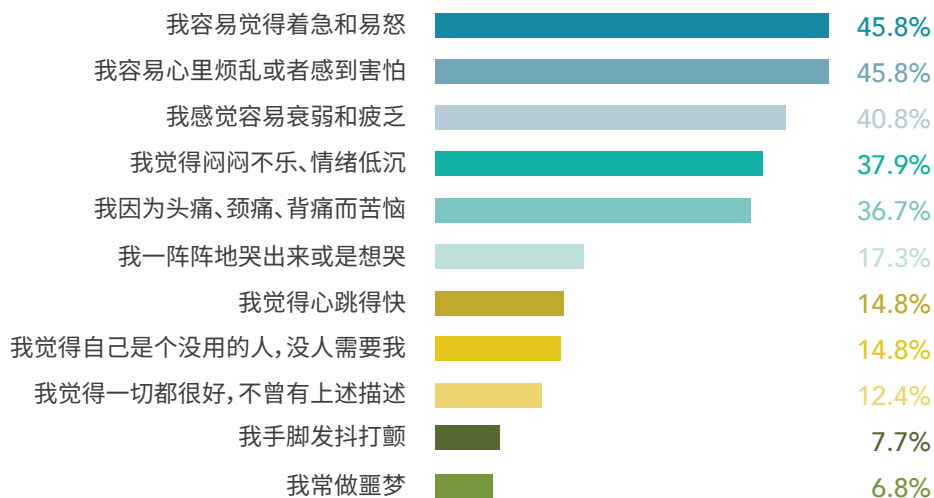
今年的调研结果进一步表明，约85%的职场女性在过去一年中曾出现过焦虑或抑郁的症状，其中约三成女性“时不时感到焦虑和抑郁”，7%的女性甚至表示自己“总是处于焦虑或抑郁状态”。

职场女性在过去一年中的心理健康状态



就最近三个月而言，约九成的职场女性均出现过一些不同程度的“负面”情感、心理和躯体症状。例如，近半数的职场女性表示自己在最近三个月中易怒、易着急，或者是感到烦乱或害怕；四成左右的职场女性则感觉自己有衰弱和疲乏感，或者闷闷不乐、情绪低沉；此外，还有超过三分之一的职场女性因头痛、颈痛、背痛而苦恼。

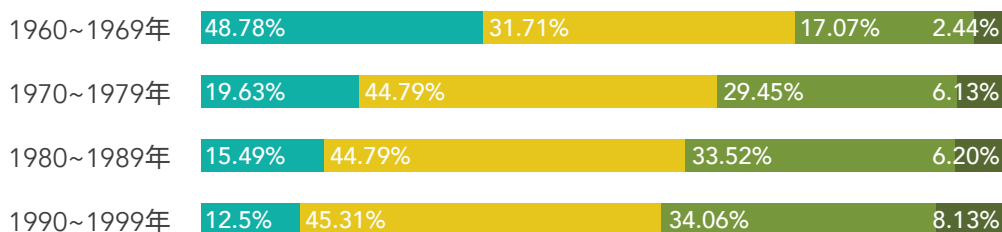
职场女性在近三个月中的情感、心理和躯体症状



越年轻的一代越受心理问题困扰,其中90后最为严重

不同年龄群体的中国职场女性普遍存在不同程度的焦虑或抑郁症状。值得注意的是,调研数据显示,随着年龄层的下降,职场女性中出现焦虑或抑郁状态的比例呈现明显的上升趋势。在60后群体中,过去一年中出现过焦虑和抑郁问题的受访者占比约为50%,这一比例在70后和80后群体中分别约为80%和85%。对于90后来说,比例进一步上升至约87.5%。其中,80后、90后中均有约四成的女性“时不时”或“总是”感到焦虑或抑郁。在80后、90后逐渐成为当代社会的中流砥柱时,年轻一代的心理健康状况需引起重视。

不同年龄群体的心理健康状态



- 状态不错,未出现过心理问题
- 出现过一两次明显的焦虑或抑郁症状
- 时不时会感到焦虑或抑郁
- 总是处于焦虑或抑郁状态中

02

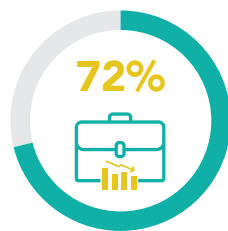
外貌是影响年轻职场女性心理健康的重要因素，仅次于工作和经济压力

工作压力、经济状况和外貌身材是职场女性心理问题的三大“元凶”

对于中国职场女性来说，造成心理健康问题的因素多种多样，其中工作压力和职场危机、经济状况和外貌身材为最主要的影响因素，而生理期变化、年龄增长、婚恋和家庭等问题也影响着职场女性的心理健康。

具体而言，工作压力、经济状况横跨不同年龄阶段，成为影响中国职场女性心理健康的第一和第二大因素。越年轻的一代，在这两方面的困扰越多。69%的80后和78%的90后受访者均认为工作压力是主要的影响因素，45%的80后和67%的90后受访者也都提到了经济状况这一影响因素，这些比例均远高于通常被认为处于人生“丰收阶段”的60后、70后。

值得注意的是，年轻一代对自己的外貌身材尤为在意。在80后和90后受访者中，超过四成的受访者称会因此感到压力。



工作压力












经济状况



外貌身材

各年龄段职场女性的压力来源

		总体	60后	70后	80后	90后
工作压力、 职场危机		72%	34%	64%	69%	78%
经济状况		57%	27%	45%	45%	67%
外貌身材		44%	10%	29%	40%	52%
月经不调、 生理期变化		41%	12%	29%	43%	43%
年龄增长		40%	27%	39%	41%	41%
婚恋问题、 家庭矛盾		37%	5%	34%	38%	40%
晚睡、作息 不规律		30%	15%	16%	25%	36%
出门忘带手机、 手机电量告急		16%	20%	9%	10%	21%
备孕和生育		15%	0%	4%	16%	17%

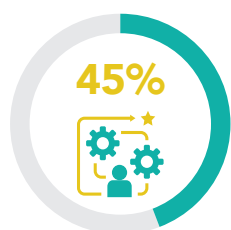
能力提升、升职加薪和超负荷工作为职场压力的主要来源

工作压力,作为影响职场女性心理健康的第一大因素,其形成因素也同样多样。其中,能力提升、升职加薪、超负荷工作和同事关系成为了工作压力的最主要来源。

对于所有年龄段的职场女性来说,能力提升位列工作压力的前两大影响因素之一。这与2018年《中国城市职场女性健康绿皮书》中的发现不谋而合,即有超过六成的职场女性认为“追求自我成就”是其工作的主要动力。由此可见,尽管身负多重压力,职场女性依然呈现出积极进取的工作面貌。

略有不同的是,60后、70后群体更在意生活和工作的平衡,对于他们来说,超负荷工作、微信让工作和生活没有界限、通勤劳顿等都在一定程度上增大了职场压力。而对于80后、90后来说,升职加薪、同事关系则被更为关注。

此外,超过两成的90后因不喜欢从事的工作而苦恼,这是该年龄群体中独特的现象。



能力提升















升职加薪



超负荷工作

各年龄段职场女性的工作压力来源

	总体	60后	70后	80后	90后
能力提升 	45%	15%	34%	40%	51%
升职加薪 	39%	5%	20%	42%	43%
超负荷, 无法平衡工作与生活 	32%	15%	33%	33%	31%
同事关系 	31%	5%	26%	33%	33%
微信让工作和生活没有界限 	21%	15%	21%	19%	23%
离家太远、通勤劳顿 	19%	15%	17%	18%	20%
业绩压力 	18%	7%	25%	15%	17%
工作难度大 	17%	12%	15%	17%	17%
客户关系 	16%	2%	14%	20%	16%
不喜欢现在的工作 	16%	0%	11%	10%	21%
我在职场中未曾感受到压力 	9%	15%	9%	14%	6%
奔波频、出差多 	8%	10%	7%	11%	7%

03

熬夜、过度使用电子设备等现代生活方式或造成职场女性心理健康隐患

现代社会中，随着科技的发展，人们的生活节奏日益加快，这给人们的生活方式也带来了深远的影响。人造光源的普及、工作负荷的增加、丰富的夜生活改变了原本“日出而作、日落而息”的传统起居，熬夜现象愈发普遍；移动电子设备的快速更新和信息流量的高度膨胀，催生了“手机党”、“低头族”的兴起；而在人口加速流动、婚恋和家庭观念日益多元化的当下，以独居和合租为代表的居住形态在现代社会中也极为常见。调研发现，这些现代社会中的生活方式或在一定程度上对职场女性心理健康构成威胁或隐患，需引起重视。

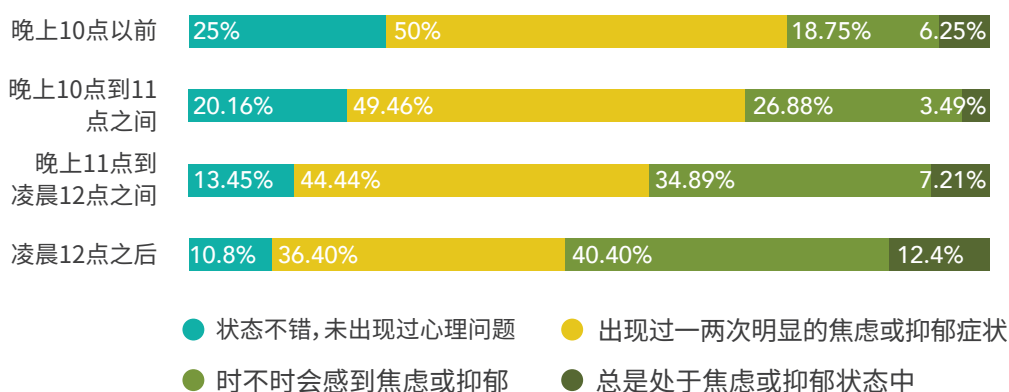
睡得越早，心理健康状态越好

2018年《中国城市职场女性健康绿皮书》发现，职场女性亚健康状态普遍化，首当其冲的即为睡眠问题，近50%受访者表示其经常受到失眠或睡眠问题困扰。本次调研结果进一步显示，睡眠和心理问题呈现着明显的相关性。

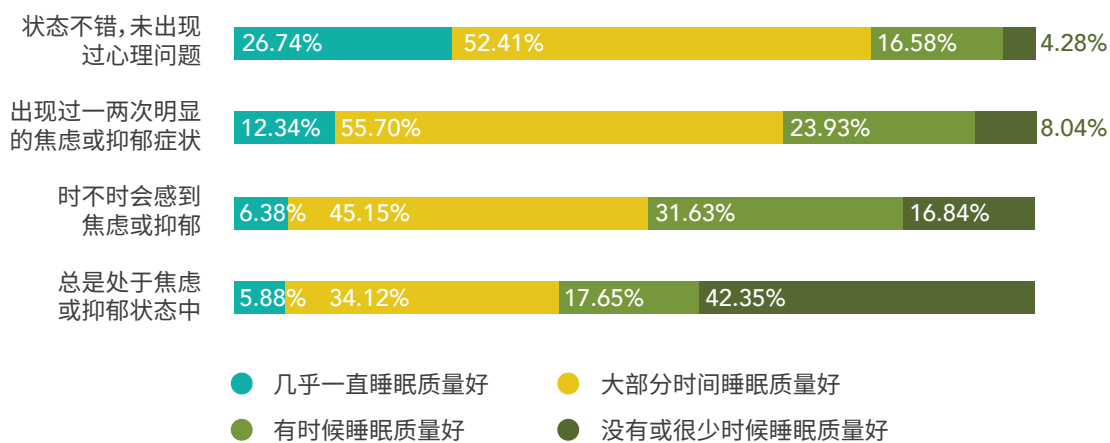
首先，就入睡时间来看，熬夜的职场女性相较于早睡一族伴随着更多的心理问题。例如，10点之前入睡的职场女性中，表示在过去一年中“状态一直不错、未出现心理问题”的人数占到25%。这一比例随着入睡时间的延迟逐步降低，在凌晨12点之后入睡的受访者中仅约11%。

此外，心理健康与睡眠质量之间也存在着明显的相关性。调研发现，心理健康状态越好的职场女性，其睡眠质量也越好。在过去一年没有出现过心理问题的女性中，约80%的受访者表示其睡眠质量在“大部分时间”或者“总是”不错。这一比例在出现过“一两次明显焦虑和抑郁”、“时不时感到焦虑或抑郁”和“总是感到焦虑和抑郁”的受访者中分别降至68%、52%和40%。

入睡时间与近一年心理健康状态



近一年心理健康状态与睡眠质量

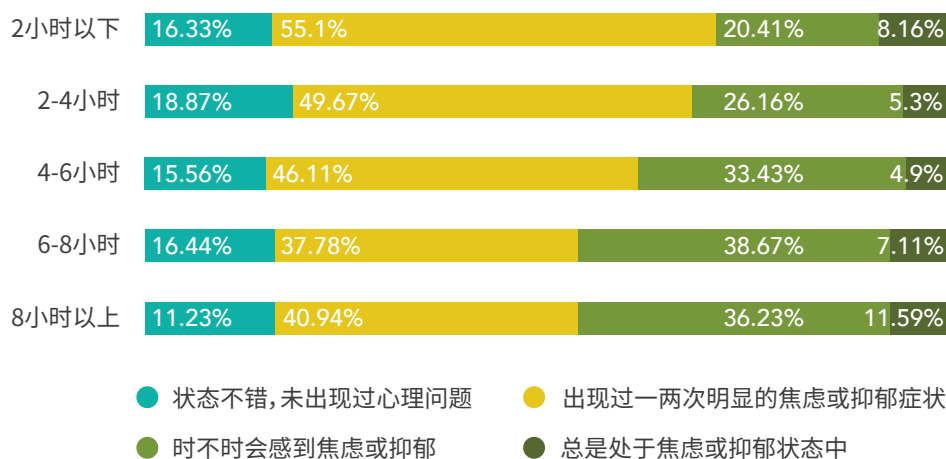


移动电子设备对于心理问题存在一定的负面影响

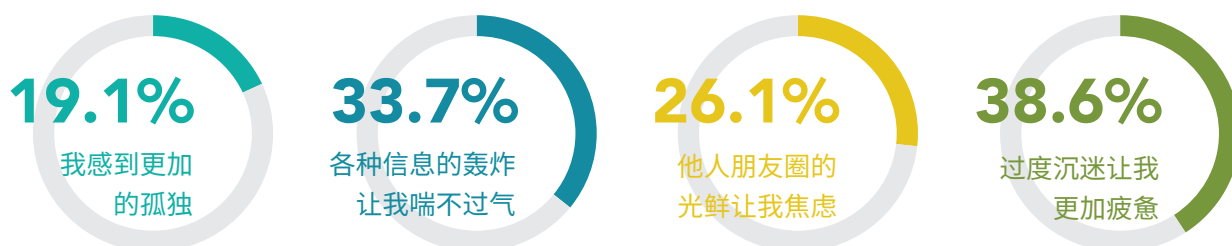
随着科技的快速发展,以智能手机和平板电脑为代表的便携式移动电子设备成为现代人日常生活和工作中不可缺少的一部分。然而调研发现,使用移动电子设备时间越长,出现“时不时感到焦虑或抑郁”或“总是处于焦虑或抑郁状态中”的概率越大,这在6~8小时及8小时以上使用者中均达到了近50%,远高于2小时以下使用者中的28%。

此外,近四成的职业女性认为移动电子设备的使用让她们更加疲惫,并且对移动电子设备所承载的过量信息感到压迫。另有26%的女性因朋友圈他人的光鲜而焦虑。两成90后还因出门忘带手机或者手机电量告急产生压力。

移动电子设备使用时间与近一年心理健康状态



职场女性对移动电子设备使用的看法

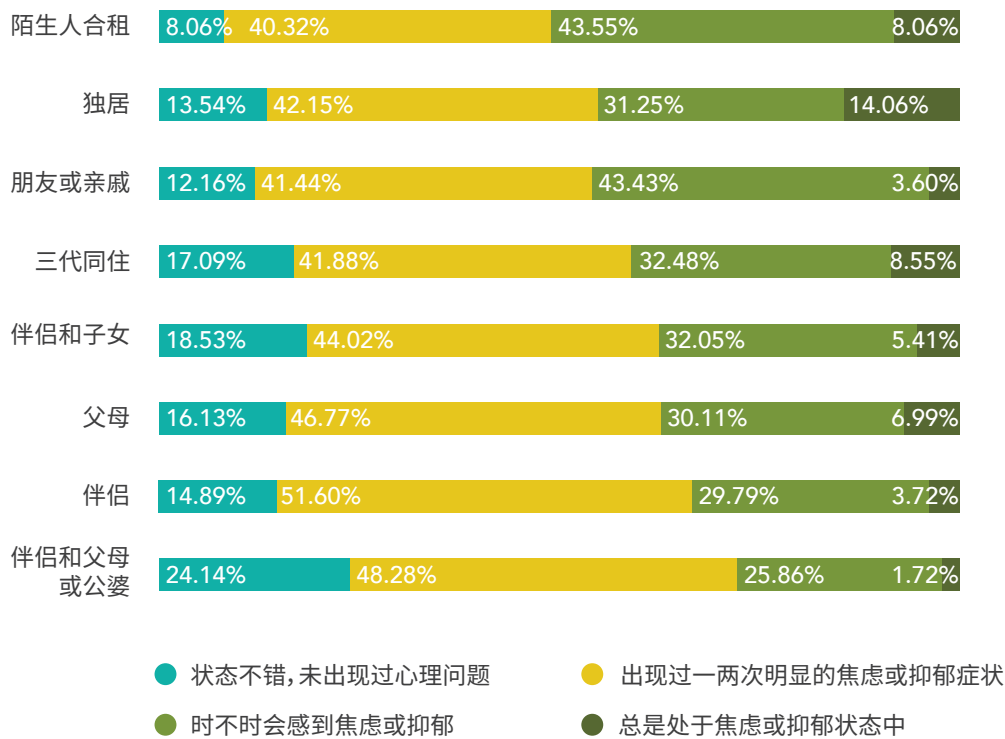


独居或与陌生人合租一族的心理问题不容忽视

经济的发展、人口的加速流动和社会价值观的日益多元化，逐步改变了以大家庭为单位的传统生活方式，催生出了不断扩大的独居和与陌生人合租的群体。国家统计局2015年数据显示，中国有约5800万“一人户”，而根据民政部的最新数据，2018年中国的独居成年人口已高达超过7700万，单身成年人口超过2亿。

这种居住状态下对心理健康的影响不容忽视。调研发现，与陌生人合租和独居一族中出现过不同程度心理问题的女性占比高达92%和87%。值得注意的是，独居人群中有14%的女性总是感到焦虑或抑郁，远高于其他样本类别。

居住状况与近一年心理健康状态



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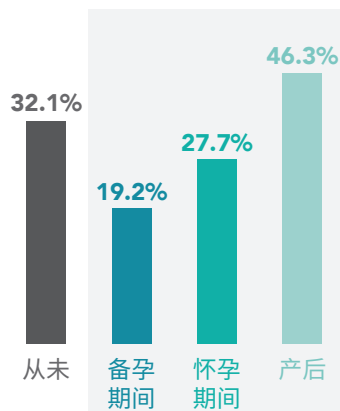
绝大多数职场女性在孕产期出现抑郁情况，其中产后抑郁最为普遍

多数孕产期职场女性受抑郁情绪困扰，产后最为严重

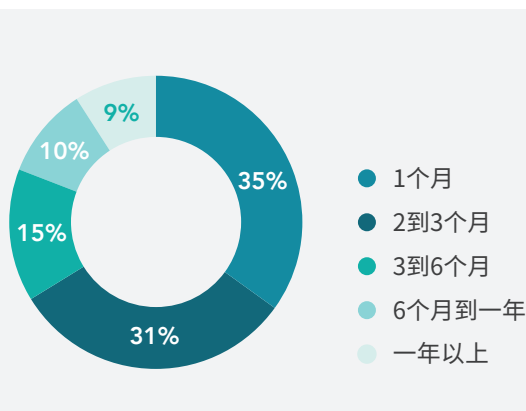
对于女性来说，怀孕和生育是一件幸福的事情，它意味着迎接新生命的到来，迈入新的人生阶段。但怀孕和分娩给女性身体带来的影响和对生活带来的变化极有可能影响到心理问题的发生。

调研表明，孕产期抑郁在中国职场女性中存在一定的普遍性。绝大多数的受访者都称曾在备孕、怀孕、产后期间受到情绪低落或者抑郁症状的困扰，其中产后抑郁出现的比例最大，高达46.3%。就持续时长而言，在孕产期出现抑郁情况的受访者中，66%的受访者出现为期1-3个月的短期抑郁症状，34%的受访者抑郁症状持续时间达到3个月及以上。

职场女性在孕产期的抑郁情况



孕产期抑郁持续时长

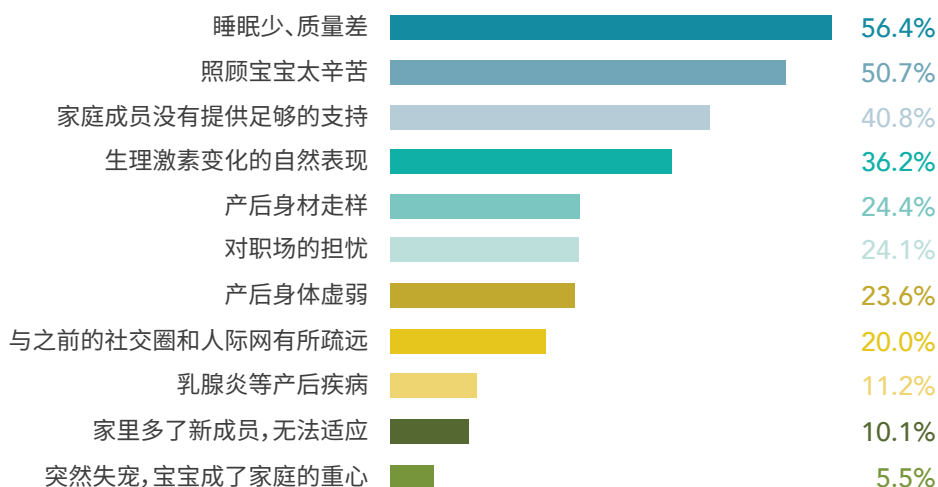


孕产期抑郁成因多种，家人陪伴至关重要

在被问及造成孕产期抑郁的成因时，超过半数的职场女性认为睡眠问题(56.4%)和照顾宝宝太辛苦(50.7%)为最主要的原因。而值得注意的是，有超过四成的职场女性认为，家庭成员不能够提供足够的支持是导致抑郁的重要因素。

36%的职场女性也认识到了这是生理激素变化的自然表现，而产后身材走样、身体虚弱、对重返职场的担忧等因素也给职场女性带来负面影响。

造成职场女性孕产期抑郁的因素



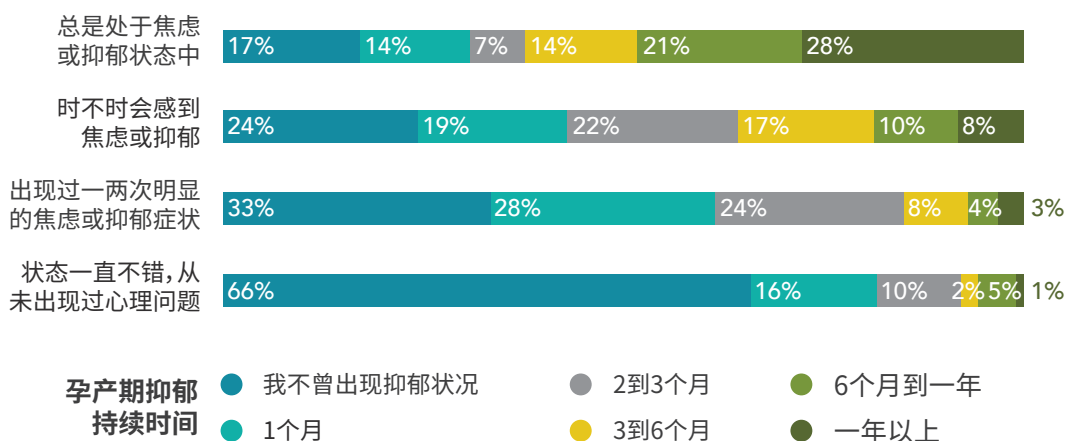
平时心理健康状况越好,孕产期精神状态越好

调研发现,中国职场女性平时的心理健康状况和孕产期的精神状态成正相关关系,也就是说,在平时心理健康状态较好的职场女性,在孕产期也较少受到抑郁困扰。

数据显示,在过去一年未曾出现心理问题的女性中,有34%的受访者在孕产期出现抑郁状况。这一比例随着平时心理问题程度加深而上升。在平时总是处于焦虑或抑郁状态的女性中,有83%的受访者出现了抑郁状况,其中,49%的受访者出现了长达半年以上的抑郁问题。可见,有生育计划的职场女性在平时要调整好自己的生活作息和习惯,通过均衡膳食、规律运动和适当的营养补充,将身心调节到最佳状态,不仅对当下也对未来可能面临的孕产期精神状态产生积极的影响。

平时心理健康状况与孕产期心理健康状态

平时心理健康状况



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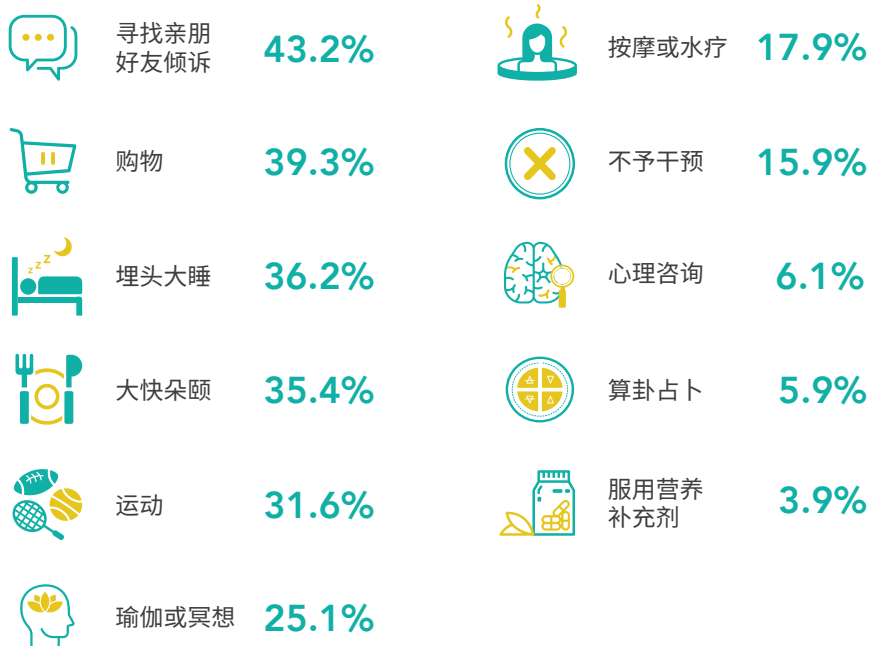
职场女性心理问题依赖自我调节, 较少寻求心理专业人士的帮助

倾诉、购物、睡觉为职场女性最青睐的纾解情绪方式

2018年《中国城市职场女性健康绿皮书》调查发现, 情绪和心理问题的疏导是职场女性最需要得到的帮助之一。今年的调研对中国职场女性如何纾解不良情绪的现状做了进一步的研究。数据显示, 寻找亲朋好友倾诉、购物、睡觉、大吃、健身等自我调节方式最为中国职场女性所青睐, 但较少人倾向于寻求专业心理工作者的帮助。

每个人自身情况不同, 不同纾解方式孰优孰劣不能一概而论, 适合自己的才是最好的。然而有趣的是, “买买买”被中国职场女性认为是在面临心理问题时的主要自我释放途径, 而此前她们又自称自己心理问题的第二大成因即为经济状况, 这或许会在一定程度上陷入一种恶性循环。

职场女性青睐的情绪纾解方式

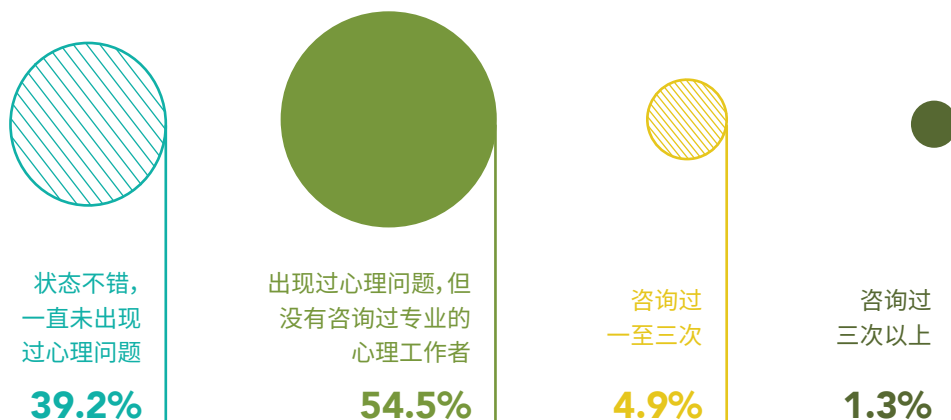


专业心理咨询和诊疗在职场女性中存在感较低

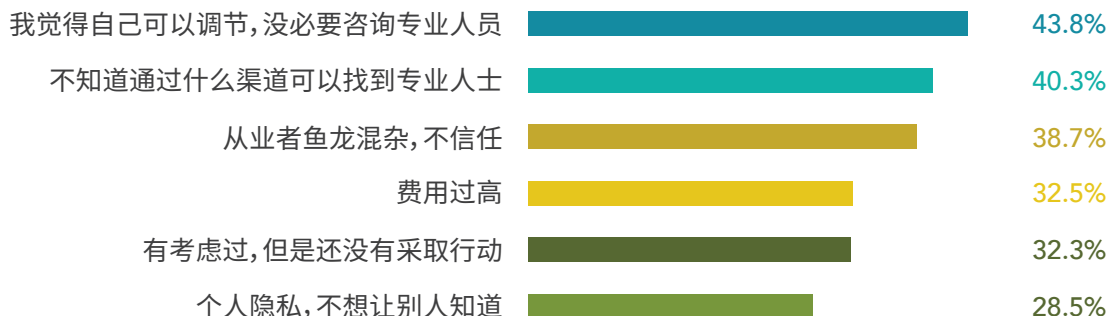
近年来,政府对于国民心理健康问题和心理健康服务高度重视,逐步出台了《关于加强心理健康服务的指导意见》、《关于印发全国社会心理服务体系试点工作方案的通知》等一系列文件,旨在推动心理咨询行业的良性、持续发展。

然而,提高心理咨询服务在职场女性中的认可度、接受度仍然任重道远。调研显示,仅有约6%的中国职场女性倾向于通过咨询心理专业人士进行问题疏导。在出现过心理问题、但却没有咨询过心理专业人士的人群中,超过四成的受访者认为没有必要咨询,可以通过自我调节来解决。同样,不知道通过哪些渠道、认为心理咨询从业者专业度鱼龙混杂、收费过高等问题也阻碍了中国职场女性去寻求专业的心理工作者的帮助。

职场女性在过去一年中咨询心理工作者的次数



职场女性出现心理问题却没有咨询专业心理工作者的原因



心理健康面面观

心理健康是一个人整体健康状况的有机组成部分。根据世界卫生组织对健康的定义，“健康乃是一种在身体上、精神上的完满状态，以及良好的适应力，而不仅仅是没有疾病和衰弱的状态。”在这种精神上的完满状态和良好的适应力下，每个人能够实现自己的能力和应付正常的生活压力，从而富有成效地从事工作，并对其社区作出贡献。

心理健康状况是社会、心理和生理多重因素交互作用的结果。而社会的快速变革、工作压力大、性别歧视、不健康的生活方式、身体健康不良等都会给心理健康带来影响。职场女性承载着来自职场和照顾家庭的双重压力，再加上社会对女性外貌和性别观等思维窠臼，以及包括生理期、孕产期等独特的生理因素，提醒我们重视这一特殊群体的心理健康状况。

心理问题的两种最常见类型即为焦虑和抑郁。绿皮书调研结果表明，在中国职场女性这个群体中，心理健康问题普遍存在，约85%的职场女性在过去一年中曾出现过焦虑或抑郁的症状，其中近三成女性“时不时感到焦虑和抑郁”，7%的女性甚至表示自己“总是处于焦虑或抑郁状态”。其他主要的心理问题类型还包括双向障碍、强迫症、恐怖症等。

焦虑、抑郁知多少？

焦虑：焦虑是与生俱来的一种情绪反应，是人们对面对危险或困难尤其是不确定的未来事件时表现出的烦躁恐惧和紧张不安，通常还伴随出汗、口干、头晕、心悸等躯体症状。当这种症状持续六个月以上且出于无明确对象的担心时，则发展成了焦虑症。

抑郁：抑郁主要指低落的情绪状态，人们在生活中偶尔感到不开心和灰心失望，这是很自然的反应。但当抑郁状态几乎每时每刻发生并持续两周以上时，则要警惕抑郁症的可能性。抑郁症患者往往会出现食欲和睡眠的紊乱，对曾经喜爱的活动失去兴趣，质疑自己的存在价值并甚至因此产生自杀念头。

自我筛查：职场女性可以通过SAS焦虑自评量表和SDS抑郁自评量表进行自我测评。这两份量表是国际上通用的量化焦虑和抑郁程度（共四级评分）的测试，各由20道题目组成，涵盖与焦虑和抑郁相关的情感、心理和躯体症状。需要注意的是，SAS量表和SDS量表作为初步筛查工具，不能代替全面的临床访谈来进行心理疾病诊断。

心理问题的过程往往呈现出渐进式特点。正常人在受到不良因素刺激后会出现心境和情绪波动，这是一种正常的反应。这类负面情绪波动往往也会随着刺激的消失、主动干预、或者认知的改变而解除。但如果负面情绪变得更加严重，而没有得到有效的处理、并且持续较长一段时间，那么这种心理状态极有可能在某个外界强烈刺激的作用下发展成心理障碍，更严重者甚至会发展成精神疾病。

然而，我们对心理问题也无须谈虎色变。事实上，大部分人平时所经历的“焦虑”、“烦躁”和“消沉”等情绪反应是短暂的、是一种正常反应，且可以通过诸多调节方式化解。当我们过着充实而忙碌的生活时，负面情绪其实是生命中不可避免的一部分。以焦虑为例，它是人类对于自身存在威胁情况下产生的自然反应和防御机制，适度的焦虑可帮助我们提高警觉并有利于处理所面临的问题。因此，我们在面对心理问题时，重要的是摆正心态，积极识别和分析压力的源头，掌握切实可行的释放和问题解决办法。我们也建议职场女性能够寻求家人和朋友的支持，因为感觉被他人聆听和支持是最好的纾解方法之一。

心理健康维护之道

针对调研中发现的职场女性心理问题,以及她们对于不同纾解方式尤其是求助专业心理工作者的态度,专家们给职业女性提出了以下三大维护心理健康的建议。

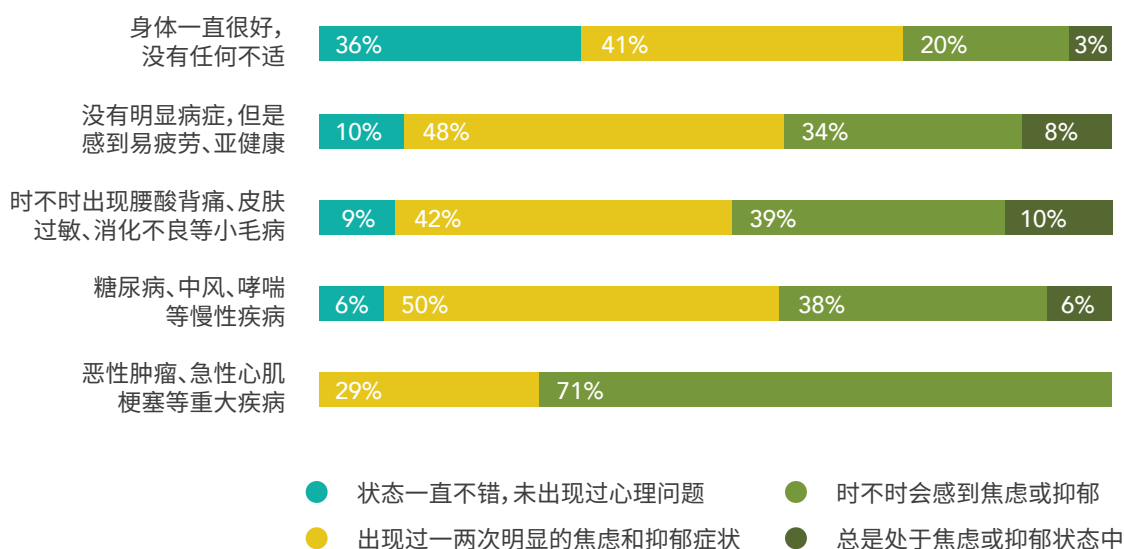
建议一

创造良好的生理健康基础

现代医学和心理学研究都表明,心理健康和生理健康有着非常紧密的关联。负面的心理活动会导致不良的生理反应,也会影响体内激素分泌并打破免疫力平衡,让疾病乘虚而入。同样,生理健康也会对心理健康产生一定的影响,例如慢性疾病患者的焦虑和抑郁等心理疾病发病率就高于普通人群。

这也与本次绿皮书调研结论相吻合,我们发现职场女性的生理健康和心理健康呈正相关性,即生理健康状态越好的女性,心理健康程度越高。身体没有任何不适的女性中有64%的人在过去一年中出现过焦虑、抑郁等心理问题,这一比例在患有慢性病的职场女性中上升至94%。患有重大疾病的女性过去一年中均出现过心理问题,其中77%的受访者甚至会“时不时感到焦虑或抑郁”。

职场女性生理健康与心理健康状态分析



因此,生理健康是心理健康的重要保障之一。结合2018年《中国城市职场女性健康绿皮书》中的专业指导意见,我们建议职场女性从均衡膳食、规律运动和规律作息三个方面采取行动,来保持健康的体格,给心理健康打下扎实的基础。

1 均衡膳食、合理补充营养

目前,没有任何一种食物能够同时提供人体所需的能量及全部40余种营养元素。对于忙碌的职场女性来说,一日三餐多样化,才能实现膳食平衡,吸收维持健康所必需的养分。关于膳食搭配,职场女性可以参考中国营养学会推出的“营养百科全书”——《中国居民膳食指南(2016)》。该指南中提供了符合中国人饮食习惯的膳食宝塔结构,列出了谷薯、蔬菜水果、畜禽鱼蛋奶、大豆坚果和油脂这五大类基本食物及相应的配比。

《指南》推荐,针对一般人群,平均每天摄入12种以上食物,每周25种以上。具体到每天,建议摄入谷薯类250-400g;蔬菜300-500g,深色蔬菜应占1/2;新鲜水果每天摄入200-350g,果汁不能代替水果;相当于液态奶300g的奶制品;适当摄入鱼、禽、蛋、瘦肉,平均每天摄入总量120-200g。

此外,有研究表明过多垃圾食品的摄入对心理健康有负面影响,而健康饮食则有积极作用。

膳食的均衡和营养的摄入对于制造被称为神经递质的脑化学物质非常重要,这类物质能够将信号传递给大脑的神经末梢,降低机体心理健康问题的发生率、并改善心情。另一方面,焦虑、抑郁等负面情绪以及包括吸烟、酗酒、服用抗生素等在内的生活习惯也可能会加快体内某些营养素的消耗。因此,出现以上情况的人群更应注意营养素的均衡摄入。

由于工作忙碌或是需要时常出差,很多职场女性很难做到一日三餐饮食的合理搭配。在这种情况下,职场女性可以通过补充相应的营养素,保证短期内的营养摄入均衡。



一类多不饱和脂肪酸,主要包括EPA(二十碳五烯酸),DHA(二十二碳六烯酸)及 α -亚麻酸等。这些omega-3脂肪酸主要存在于深海鱼类、坚果及亚麻籽等食物中。DHA、EPA作为大脑中的主要脂肪酸,具有促进脑神经递质传递的效应,减轻炎症,并有助于提高记忆力,改善心情,减轻焦虑、抑郁症状等。



糖代谢过程中的关键物质,在大脑快乐化学物质血清素和多巴胺的产生上扮演重要的角色,并有助于维护神经系统的正常功能、缓解精神紧张和并帮助人们更好的应对压力。B族维生素还可以减轻身体和大脑的炎症并增强大脑功能。



肠道作为重要消化器官,在维护人体免疫及大脑功能方面也发挥着重要作用。越来越多的研究表明益生菌可通过调节肠道神经系统,帮助个体缓解焦虑和抑郁状态,提升快乐情绪。

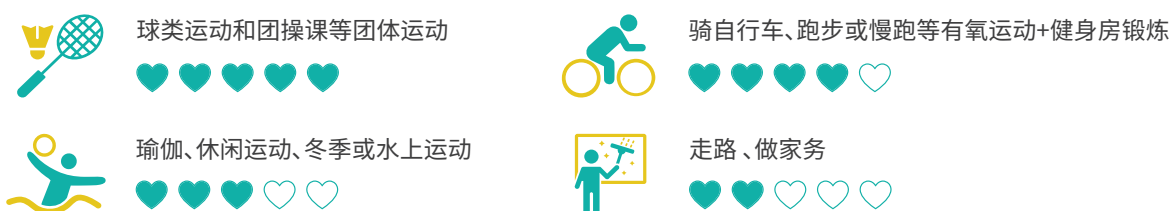


镁是一种重要的矿物质营养素,对人体神经系统及维持肌肉正常功能有着重要意义。镁能够促进体内5-羟色胺的合成,从而有助于改善睡眠,舒缓紧张不快的情绪。

2 适量运动、保持活力

有效的运动可以改善心肺功能，增强身体柔韧度和肌肉力量。此外，运动还可以促进人体的内分泌变化，刺激大脑产生被称之为“快乐激素”的内啡肽物质，帮助排解不良情绪。耶鲁大学研究人员于2018年发表于权威期刊《柳叶刀精神病学》的一项研究表明，经常锻炼的人出现心理健康障碍情况尤其是抑郁症状的几率较少，即使是作为轻度运动的做家务也会对心理状态产生积极作用。研究还发现含有社交成分的团体运动在促进心理健康方面表现最为出色，骑行等有氧运动对心理健康也有显著作用。

此外，建议职场女性每次运动时长为45分钟左右，频率以每周锻炼三到五次为宜。



3 规律生活、充足睡眠

包括人类在内的许多有机生命体，都有自己的内部时钟，这种时钟能够帮助我们预料并且适应每天的节律，这便是“生物节律钟”。生物节律混乱对人体各个系统都会带来不利影响，包括导致认知功能、生理功能、免疫力下降等。职场女性面临来自工作和生活的多重压力，加班、出差、倒时差等情况很容易导致生物节律性的紊乱。当这些特殊情况不可避免地出现时，职场女性应创造一段相对较长的缓冲休息时间，以回复到平日状态。

除此之外，熬夜刷手机、咖啡成瘾、抽烟喝酒等现代生活方式也对人体生物节律性造成了一定影响。当然，这些因素也都是相对可控的。专家建议，职场女性应尽可能地通过自律排除这些因素对生物钟的干扰，保证按时作息、良好的睡眠质量和充沛的精力。



控制烟酒和咖啡因的摄入

精神活性物质是指个人在使用或服用后对认知或情感等心理过程产生影响的物质。作为精神活性物质的常见存在形式，烟草、酒精、咖啡和浓茶会使人兴奋，睡前尽量不要摄入。



睡前减少使用电子设备

电子显示屏发出的“蓝光”照进视网膜会传递信号抑制褪黑激素的分泌，让大脑误以为仍处于白天，影响入睡。



培养“倒床即睡”条件反射

只有困倦并准备入睡的时候才躺到床上或进入卧室活动，建立起人体和床、卧室接触的助眠条件反射，促进入睡。

建立多个负面情绪出口

负面情绪如果没有得到及时有效的干预,当积累到一定程度的时候,极有可能成为一枚“定时炸弹”,在新的外界刺激后爆发成心理障碍或者精神疾病。因此,在负面情绪出现后,我们需要为其找到一个出口,将其宣泄出去,切勿一味压抑、隐忍在心间。

每个人与生俱来都有一定的情绪自我调节能力,也有自己常用的释放压力和负面情绪的方法。这些方法并无优劣之分,只要有效、易于实现、不影响别人、不伤害自己,就是最适合自己的。当然,很多时候仅靠某个单一的渠道,无法达到最佳效果。因此专家建议职场女性积极培养多个纾解情绪的出口,并提供了一些对大部分女性适用的方式。

1 社交与倾诉

当压力增大时,人体大脑中的杏仁核就会被激活,而相较于男性,女性左侧部位活性更强,因此女性更倾向于选择倾诉的方式来缓解压力,这是心理学上说的“女性是语言动物而男性是洞穴动物”。本次调研发现也印证了这一点,即职场女性最青睐的情绪纾解方式便为寻找亲朋好友倾诉。的确,当出现压力、焦虑等负面情绪时,专家也建议职场女性向可靠的朋友、家人或同事进行倾诉、寻求帮助;平时也要适当社交,营造良好的人际关系,互相支持与鼓励。若发现自己的朋友或者家人被心理问题困扰,女性也应给予更多的耐心与包容,尝试倾听并关心对方的感受,多一些陪伴而不是批评与躲避。



2 培养多元爱好

兴趣爱好能够使人放松,为生活增添平衡感和新鲜感。心情不佳的时候,通过从事爱好的活动,职场女性可以把自己的思绪转移到更有意义的事情上,避免沉溺于负面情绪之中。另一方面,在当下对能力提升和外貌焦虑逐渐普遍化的时代,职场女性培养自己的爱好可以帮助提升自信心,甚至增加工作的效率和创造力。

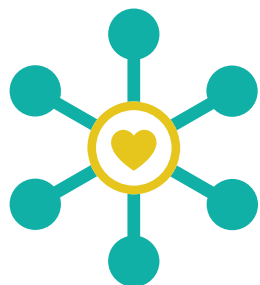


3 其他情绪出口

写日记:写日记的时候,我们往往不仅记录发生的事件,也会记录自己的感受和体验。当个人的主观情感通过文字的形式呈现出来的时候,可以帮助职场女性将自我从事件中抽身出来进行客观地分析,从而获得新的思路,平复波动的心情。

唱歌:音乐对于治疗心理疾病具有特殊作用。在唱歌时,歌曲的旋律和节奏、歌词的激励等因素有助于女性从负面的情绪中解脱出来,是排解焦虑等负面情绪的有效方式。

大哭一场:哭作为一种常见的情绪反应,会使心中的压抑与委屈得到不同程度的发泄,而眼泪也可以把体内积蓄的导致忧郁的化学物质消除,从而减轻心理压力、促进情绪稳定。



纾解情绪的出口并不限于以上所述的方式,选择什么样的方式还是主要取决于每个人自身的情况。职场女性应努力识别和分析给自己造成压力的源头,调整心态、积极应对,探索并建立多个适合自己的情绪纾解出口,为心理健康保驾护航。

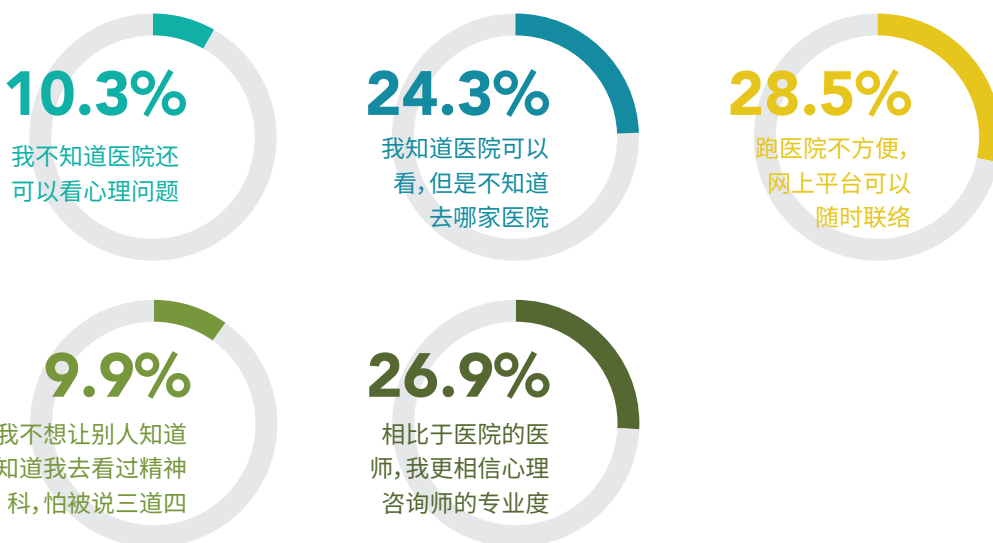
建议三

寻求专业心理工作者的帮助

受遗传基因、社会家庭环境、个人性格等多种因素的影响，每个人对外在刺激和负面情绪的掌控能力存在差异，有人可以通过情绪出口轻松化解问题，有人则即便尝试多种方式也无法赶走“心魔”，影响到工作、学习、人际关系等在内的各种社会角色扮演，甚至发展成为焦虑、抑郁症等精神疾病。此时，职场女性需要格外注意并求助专业的心理工作者。

然而本次调研发现，约40%的职场女性对于获取专业帮助的途径缺乏认知，并且有超过30%的职场女性表示不知道医院可以看心理问题或者不知道选择哪家医院进行就诊。此外，在我国，精神病人污名化与歧视现象依然存在，病耻感阻碍了很多人的及时诊治，有近10%的受访者担心自己因看过精神科而被他人说三道四。担心被不专业的咨询师“忽悠”、害怕医生程式化的提问、对服用精神药物的恐惧等也成为职场女性在寻求专业帮助时面临的痛点。

职场女性出现心理问题时未考虑去医院的原因



“心理工作者”知多少？

“心理医生”是中国文化语境下的通俗叫法。实际上，我国所有跟心理问题诊断、治疗、咨询、疏导等相关的从业者均称为“心理工作者”。其中：



精神科执业医师是经过专业培训的执业医师，具有《精神卫生法》赋予的诊断、治疗精神心理障碍的资质，通过精神药物、心理治疗和物理治疗等综合干预方法治疗精神心理障碍。



心理治疗师是卫生行政部门认证的心理治疗专业人士，运用心理干预技术对心理疾病患者进行治疗。



心理咨询师是劳动部认证的心理工作者。他们通过运用心理学及相关知识，协助求助者解除心理问题、进行心理干预。根据《精神卫生法》的规定，心理咨询与治疗有着本质的区别。心理咨询人员不得从事治疗精神心理障碍患者的工作。

正规的心理问题求助渠道和解决方案

12320卫生热线:这是由国家卫生健康委员会于2005年开始设立的全国公共卫生公益电话,向社会公众提供包括心理问题在内的健康咨询、投诉等服务。拨打后转接数字“5”可以直接与专业的心理工作者进行答疑解惑。

综合医院的精神专科或精神卫生中心:精神科执业医师会先评估就诊者的心理问题严重程度。一旦确诊为心理障碍,医生会按照规范对患者进行系统的心理及药物等治疗。

正规医院下设的心理门诊:若需要时间较长的谈话式心理咨询服务,职场女性应首选正规医院下设心理门诊的咨询师或学校临床心理学专业老师。

不可否认的是,我国心理健康行业目前面临着专业医资力量短缺、资源地域分配不均、专业心理咨询排不上号、价位高等问题。例如,一位精神科执业医师从诊断、病情评估、开药、安抚病人情绪等全过程中工作量极大,外加患者众多,这就很难保证给到每一位患者足够充足的交流时间;而患者想要预约一位正规医院下设的心理门诊咨询师可能要等近一个月。在这种情况下,专家呼吁医患双方相互多一些理解和支持。患者体谅医生的工作强度,而医生也要尽可能地避免冰冷的程式化问诊,尽量给到患者更舒适、更有人情味儿的咨询和就医体验。

孕产期心理保健

孕产期是女性人生中的特殊阶段。在这一时期，女性身心都面临着巨大的变化，也给心理健康带来了严峻考验。生理上，女性要承受伴随着怀孕和生育的一系列生理反应，而在产期生殖内分泌和激素水平也会发生明显变化，自我情绪调节能力减弱；心理上，对分娩疼痛的焦虑、孩子成长的担心等都会打破产前的心理平衡状态，造成情绪的波动。一般而言，孕产期出现短暂的抑郁情绪属于正常现象，然而若长时间未能好转，则很大程度上与女性自身处理生活应激事件的能力有关。

不仅如此，在孕产妇出现抑郁情绪时也常常被家人所忽视，而简单地把她们表现出来的低落、沮丧等反应等归结为情绪上的暂时波动，甚至很多女性也要花很长时间才能意识到自己正面临抑郁的困扰。妇产科专家指出，在现实接诊的情况中，很多患者以身体不适的原因来就诊，殊不知这种不适其实是产后抑郁症状的表现之一。

针对中国职场女性的特点，妇产科专家认为提高自己在新环境中的应对能力对于缓解抑郁非常关键，并给出了不同角度的实用建议：



保持身体健康：女性在孕前的身体状况影响着自身孕期和宝宝的健康情况，因此职场女性应在备孕期调理好自己的身体。女性在怀孕期间，身体会发生较大变化，例如心脏、肾脏负担加重，营养代谢率明显提高，各种营养素的需要量和吸收率也相应增加，此时科学、均衡的营养搭配尤为重要：一方面要注重一些微量营养素的足量摄入，同时也要避免过度的补充导致营养过剩。此外，怀孕期间应避免在办公室久坐，多进行瑜伽、散步等舒缓运动。产后也应适当活动，注意清洁和营养均衡。此外，专家也建议职场女性在35岁这一最佳生育年龄前生育，并尽量避免意外怀孕。



做好生育储备：这不仅限于准备如生育包、奶粉、尿布等物资，还包括与生育相关的知识储备，例如生产方式及疼痛、可能导致的抑郁、家庭新添成员和照顾宝宝所带来的生活环境变化和精力消耗等。很多的焦虑不安往往出于对困难的一知半解或无力掌控而发生，预先了解有助于女性对即将发生的改变和挑战做好心理上的充足准备。此外，注意定期做筛查和早期干预工作，出现不适情况需及时就诊。



积极寻求帮助：很多女性或许在职场独当一面，但是在孕产期这一特殊状态，女性没有必要自己一个人扛下所有事情。积极寻求家人的帮助可以减轻职场母亲的身心负担，并通过和家人的互动和一起照顾宝宝，促进和谐的家庭氛围。另外，现在有些医院妇产科设有心理辅导科室，职场女性也可在孕产期通过医院来寻求专业的帮助。

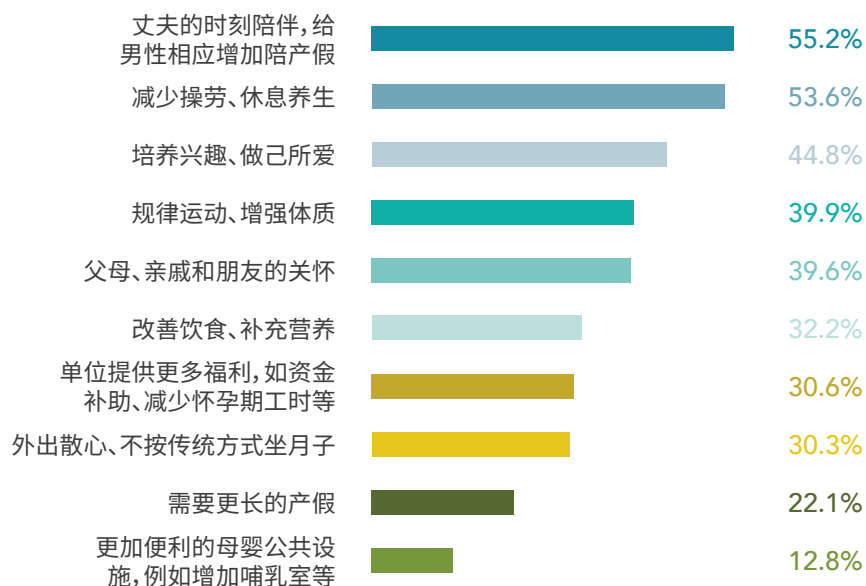


与外界沟通交流：在中国传统文化中，女性生育后的几周内要通过闭关“坐月子”进行产后护理。然而，现代科学认为这种旧习对孕妇不仅无益，还会对身心造成危害。保持与外界的沟通交流对于孕产妇的健康至关重要，例如寻找有相似经历的女性进行交流或者参与小范围工作坊，都可以帮助缓解生产所带来的负面情绪。

宝宝的降临是一个家庭最值得庆祝的时刻之一。然而在现实生活中,在宝宝出生前,很多孕妇是全家的焦点,受到百般呵护;而一旦宝宝出生,整个家庭的重心就转移到照顾孩子身上,这种突然的“失宠”感对于女性的心理健康也会带来不利影响。调研发现,有超过四成的职场女性认为家庭成员不能够提供足够的支持是导致其抑郁的重要因素。也有超过半数的受访者直接指出丈夫的陪伴、延长陪产假将是她们对抗孕产期不良情绪的一面盾牌。

专家呼吁,家人的支持对于孕产期女性心理保健不可小觑。作为孕产妇的家人尤其是丈夫,要尽量创造安静、温暖的家庭环境,多留意产妇的身心变化,多一些陪伴和鼓励,以帮助她们更好地迎接新的生活。

职场女性认为以下因素可以有效缓解孕产期抑郁情绪



关心心理健康, 共创幸福社会

2018年《中国城市职场女性绿皮书》调研结果显示, 健康女性对健康社会的发展至关重要。近九成职场女性在家庭健康方面充当着决策者的角色, 也往往将家庭成员中父母和子女的健康排在首位。我们认为, 职场女性是家庭幸福的创造者和守护者, 只有当女性这个家庭健康的“灵魂人物”拥有健康、完整的心理状态, 才能更加有效地自我思考, 与家庭成员实现积极的情感表达和交流, 并为下一代的成长提供丰富能量。

提升女性心理健康需要科学、持续的健康教育与传播。目前, 心理健康建设已被摆上我国重要日程, 《“健康中国2030”规划纲要》中明确提出, 促进心理健康是全民建设健康生活的重要一环, 要加大全民心理健康科普宣传力度, 提升心理健康素养。基于本次调研中所反映的问题, 专家委员会建议:

1 职场女性要掌握创造幸福、稳定幸福的能力。长期的工作压力和职业倦怠是对精力极大的消耗, 也是很多心理问题出现的诱因。在工作中, 职场女性应积极应对压力、正确看待压力导致的焦虑, 同时学会合理表达情感, 从同事和合作伙伴中获得支持与帮助。面对职业倦怠期, 可以设置新的挑战或者在日常中做出创新和改变, 实现能力提升和个人价值。而当繁忙的工作确实挤压了陪伴家庭的时间, 我们建议职场女性不用过于内疚或自责, 而是需要创造与家人、孩子的有效相处和互动。职场女性在工作上积极进取的精神面貌也为家人、特别是孩子树立了榜样。

2 国家加强心理健康人才队伍的建设和医护资源的配备。一方面, 我国专业心理门诊和服务尚面临较大缺口, 心理问题“看病难”不断凸显; 另一方面, 行业中存在着心理咨询机构准入制度不完善、咨询师水平良莠不齐、收费标准无章可循等诸多需要改善的问题。面对多种问题, 除了加强心理健康人才的培养, 相关部门可以考虑以学校、社区为基础的单元中优化精神卫生与社会关爱服务, 打造心理咨询绿色通道。此外, 有关部门也应把关社会心理咨询机构准入门槛, 增强社会信任。

3 媒体传递正能量, 改善当下充斥焦虑的网络环境。在流量为王的时代, 很多自媒体一味追求吸引眼球的效果, 肆意贩卖焦虑。为此, 我们呼吁精神科医生等专业心理工作者加入科普工作, 利用职场女性所青睐的微博、微信等新媒体渠道进行心理健康宣教工作。此外, 相关卫生部门和专家可与互联网公司协作开发心理健康专项APP或网站, 提供心理自测、问答和知识, 给女性心理健康提供一站式的权威支持。

4 用人单位营造有利于心理健康的工作环境。调研发现, 工作和职场压力造成女性心理问题的第一大因素。用人单位应推行对心理问题零歧视的公平员工政策, 建立女性员工尤其是孕产期员工的心理健康诉求的反馈机制, 关注员工心理健康建设。相关企业也可考虑将心理健康列入社会责任项目方向, 联合医院及社区开展心理健康工作坊并提供员工作为志愿者。

借助此次对职场女性心理健康状况的调研, 清华大学国际传播研究中心和澳佳宝研究院希望唤起社会各界对职场女性心理健康议题的关注, 并为这一群体提供科学的解决方案。同时, 双方也呼吁社会各界同仁志士携手合作, 推动我国心理健康事业的发展, 共同创建幸福社会。

About the Tsinghua International Centre for Communications

The Tsinghua International Centre for Communications (TICC) is a key research institution based within Tsinghua University. It was established by the Tsinghua University Council on July 15, 1999 under the joint sponsorship of Mr. WANG Daohan and President WANG Dazhong.

Over the past 20 years, the TICC has conducted a broad array of research in fields such as health communications, global media literacy research, national soft power construction, public brand building, crisis communications management, spokesperson system construction and personnel training, news reform, and journalism education. These years of research expertise have elevated the TICC as a platform for multilateral interaction between government, academia, media, and industry. The TICC today is regarded as a top think tank in global communications and has served as an advisory body to the Chinese government in national-level policy decisions.

The TICC plays a leading role in the field of health communications in China and has made outstanding contributions to media training and social advocacy. The TICC and the State Council AIDS Working Committee, the National Health Commission of People's Republic of China (NHCPRC), the National Medical Products Administration (NMPA), the Chinese Centre for Disease Control and Prevention (CCDC) and other institutions have jointly organised more than 100 health seminars and trained over 50,000 journalists in service of national health literacy and awareness.

About BLACKMORES Institute

Founded in 2012, BLACKMORES Institute – the non-profit academic and professional arm of the leading Australian health and wellness company BLACKMORES Group – is dedicated to improving the quality use of natural medicine through evidence-based analysis of the latest complementary medicine research.

With a focus on research, innovation and education, BLACKMORES Institute collaborates with universities and life science research centres throughout the world to exchange and share insights on natural health in efforts to improve public health worldwide. BLACKMORES Institute also translates nutritional and herbal medicine research into practical healthcare solutions to improve professional practice and public health.

Expert Committee

We are indebted to the following committee members for their academic guidance in this Green Paper:

Lesley Braun	Director of BLACKMORES Institute, Adjunct Associate Professor at the National Institute of Complementary Medicine of Western Sydney University
SHI Yu	Psychologist at the Third Medical Centre of PLA General Hospital, Member of Chinese Association for Mental Health
SU Jing	Deputy Director, International Centre for Communication, Tsinghua University
WANG Xiangqun	Chief Physician, Party Secretary, The Institute of Mental Health, The Sixth Hospital of Peking University
YANG Yuexin	Researcher, National Institute for Nutrition and Health, Chinese Centre for Disease Control and Prevention
ZOU Liying	Senior Obstetrician at Beijing Obstetrics and Gynaecology Hospital, Doctor of Medicine

Project Overview

In response to the Healthy China 2030 initiative, since 2017 the Tsinghua International Centre for Communications (TICC) and the BLACKMORES Institute have collaborated on a series of health communications and health literacy projects. The Green Paper on the Mental Well-Being of Chinese Career Women is the second in a series of research reports to be completed by the two parties.

In December 2018, the TICC and the BLACKMORES Institute jointly published the Green Paper on the Health of Chinese Career Women, investigating the health conditions and health management habits of this critical group through combined qualitative and quantitative research. The survey found that fierce workplace competition and pressure can produce mental and physical health problems for career women, with a lack of sleep one of the most common problems. Among the most prominent factors influencing career women's health are sedentary work practices, irregular working hours, and excessive time spent looking at screens. At the same time, the survey found that career women have a strong sense of how to manage their health but remain in urgent need of professional and authoritative health advice.

That study served as a milestone for joint efforts between the two parties. In May 2019, the TICC and the BLACKMORES Institute together hosted a media workshop in Beijing, engaging more than twenty mainstream health journalists to discuss effective methods for health communication for career women. They also unveiled the 2019 Natural Health Communication Award at the event, an award for outstanding journalists or key opinion leaders within the healthcare sector.

One of the key findings from the 2018 Green Paper was that psychological problems are a serious but invisible health challenge for career women. In response to this finding, the TICC and the BLACKMORES Institute initiated a new round of in-depth research. The Green Paper on the Mental Well-Being of Chinese Career Women presents the results of this research.

The project employs an online questionnaire survey. In addition, one-on-one interviews with experts from various fields including psychology, nutrition, obstetrics and gynecology, and health communications were conducted to generate practical insights and solutions for the mental well-being of Chinese career women.

Survey Methodology



Sample:

Chinese career women between 20-59



Method:

1,199-respondents on-line questionnaire survey



Area distribution:

37.5% from eastern China, 17.4% from northern China, 17.3% from southern China, 10% from central China, 7.4% from southwestern China, 6.7% from north-eastern China and 3.7% from north-western China



Period:

September ~ October 2019

As the pace of Chinese society increases against the backdrop of rapid economic and social transformation, mental well-being issues have become an increasingly important public health concern. For Chinese career women, the rising number of stress factors produced by these conditions has put their mental well-being at greater risk. According to the 2018 Green Paper on the Health of Chinese Career Women published by the Tsinghua International Centre for Communications and BLACKMORES Institute, nearly 40% of Chinese career women perceived their mental well-being status as “just so-so” or “relatively poor”, with anxiety and depression the fast growing concerns.

To further investigate the mental well-being of career women, the Tsinghua International Centre for Communications and the BLACKMORES Institute jointly initiated research into these issues. The findings of this research are presented in this 2019 Green Paper on the Mental Well-Being of Chinese Career Women. The Green Paper aims to assess the mental well-being status of Chinese career women, improving their ability to manage mental well-being and lead a healthy lifestyle.

The study reveals that mental well-being problems among Chinese career women are growing, with over 80% having experienced some form of anxiety or depression in the last year. This problem is more serious among younger generations, with those born in the 1980s and 1990s displaying higher rates of anxiety and depression. Career women attribute this to three major factors – workplace stress, financial pressures, and worries about their physical appearance. At the same time, modern lifestyle habits – such as staying up late, overuse of mobile phones, and living alone – are also influencing mental well-being. In addition, pregnancy, a special but potentially vulnerable event in the life of a career woman, is a time where respondents faced greater risk of depression. Responding to these issues, Chinese career women prefer talking with friends, shopping and sleeping over seeking help from psychological professionals.

Based on these findings, we invited experts from a variety of relevant areas to form an advisory committee. They offered professional interpretations and suggestions on how career women can manage their mental well-being.

Mental well-being is currently an elevated priority in China’s national health agenda. We are proud to contribute to this agenda through our collaboration and help to tackle the mental well-being problems of Chinese career women – in turn, helping to elevate their overall health status. We hope this green paper can be a small starting point for cross-sector collaboration that supports the positive development of mental well-being in China.

This research would not be possible without the partnership and collaboration between the Tsinghua University Centre for International Communications and the BLACKMORES Institute as well as our research partners, experts, and all the hardworking women who participated in this survey. We thank all of these partners for their support and look forward to deepening collaboration in the future.



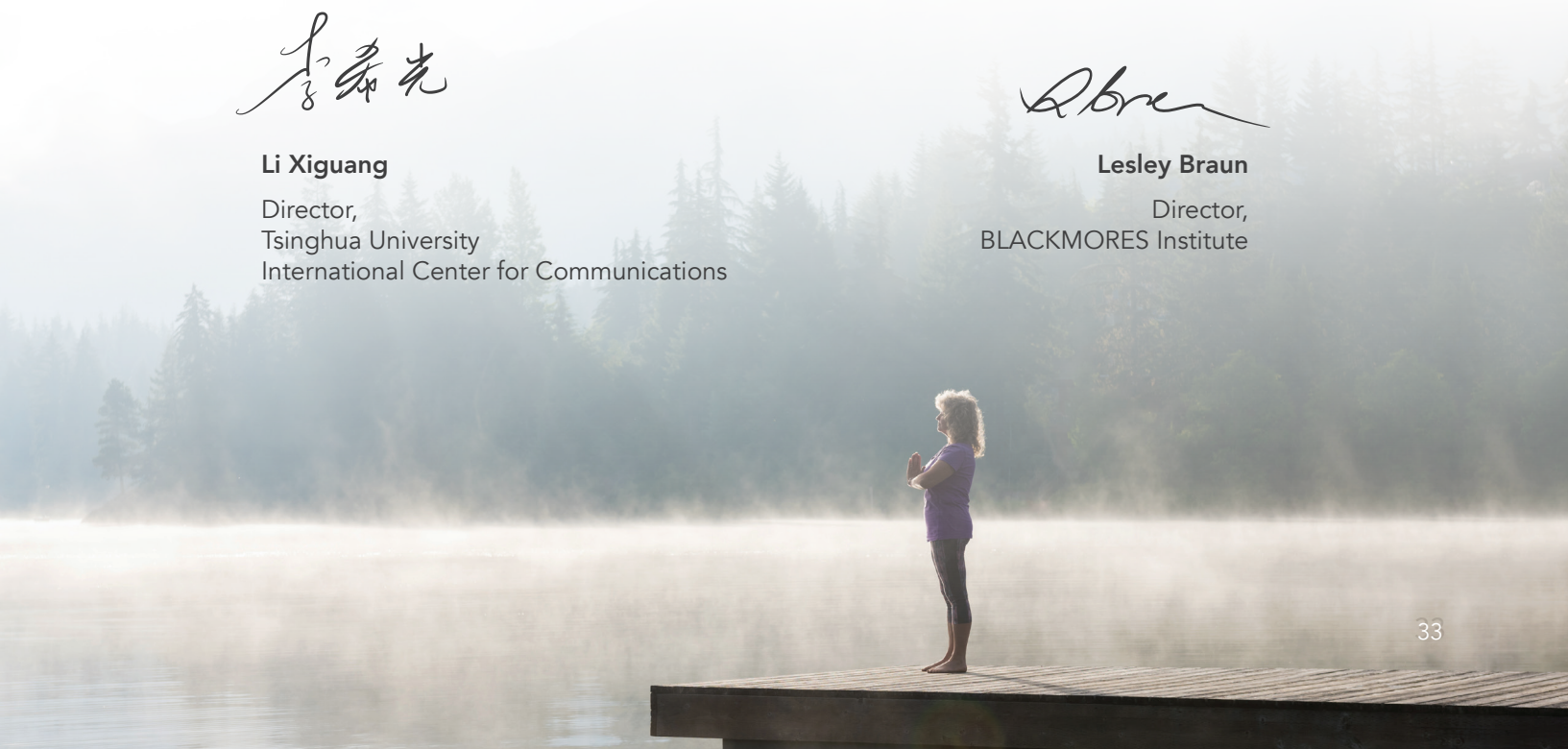
Li Xiguang

Director,
Tsinghua University
International Center for Communications



Lesley Braun

Director,
BLACKMORES Institute



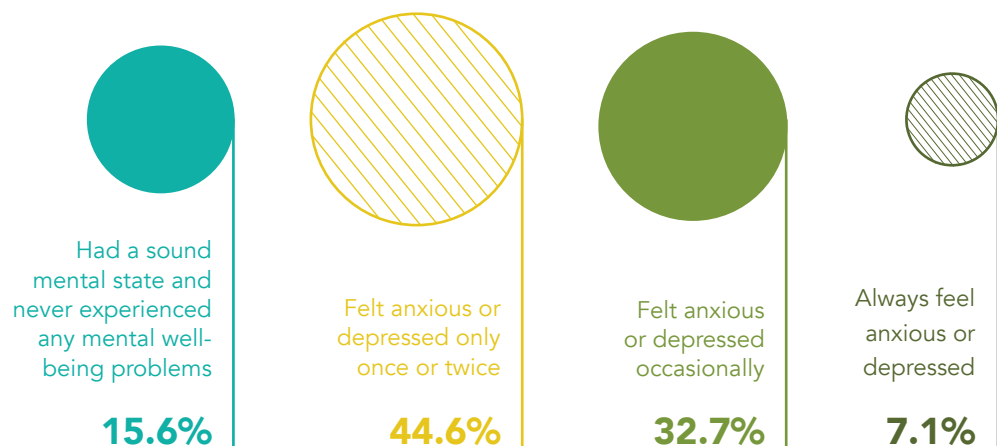
01

Mental well-being issues are increasingly common among Chinese career women, with those born after the 1990s reporting the highest rates of anxiety and depression

Over 80% of career women experienced anxiety or depression over the past year

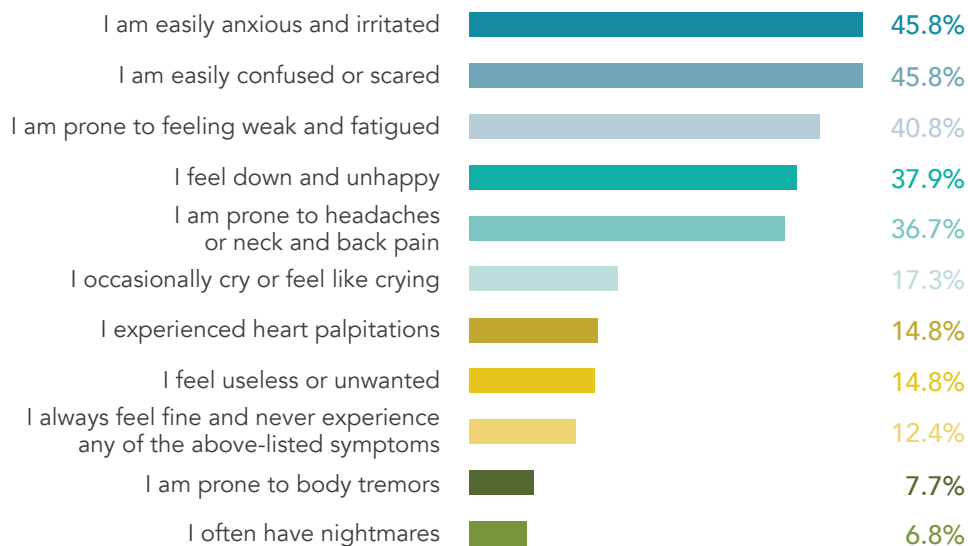
As a result of the pressures of modern society, mental well-being issues have gained greater prominence in conversations about public health. According to the findings of the 2018 Green Paper on the Health of Chinese Career Women, Chinese career women are not optimistic about their mental well-being - nearly 40% of them felt that they were in an "average" or "poor" state of mental well-being. In this year's survey, 85% of respondents showed symptoms of anxiety or depression, with 32.7% feeling "anxious or depressed from time to time", and 7% stating that they "always felt anxious or depressed".

Career women's mental well-being over the last year



Around 90% of career women reported some kind of "negative" emotional, mental, or physical symptoms in the last three months. For example, nearly half of career women said they had felt irritated, anxious, annoyed, or scared in the last three months; and nearly 40% claimed to have felt weak and tired, or down and unhappy. Furthermore, over 1/3 of respondents suffered from headaches, neck pains, and back pain among other physical symptoms.

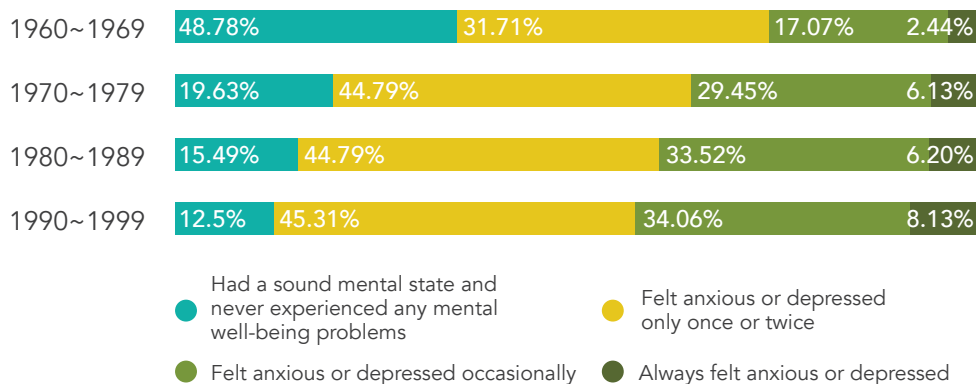
Emotional, mental, and physical symptoms reported by Chinese career women in the last three months



Younger generations report higher levels of anxiety and depression

Chinese career women generally experience varying degrees of anxiety and depression. However, the survey results showed a significant inverse proportion between the percentage of career women experiencing anxiety or depression and their age. Around 50% of the respondents born in the 1960s indicated some experience of anxiety or depression over the last year. However, this is lower than the levels of anxiety indicated by respondents born in the 1970s (80%) and 1980s (85%). For the post-1990s generation, the percentage was as high as 87.5%. Most seriously, around 40% of all career women born in the 1980s and 1990s indicated that they felt anxious or depressed "from time to time" or "all the time". As younger generations gradually become the key pillars of modern society, their mental well-being will become increasingly important.

Mental well-being for different generations



- Had a sound mental state and never experienced any mental well-being problems
- Felt anxious or depressed only once or twice
- Felt anxious or depressed occasionally
- Always felt anxious or depressed

02

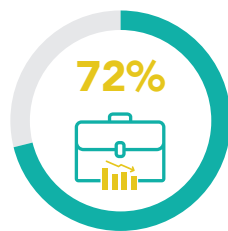
Physical appearance is a key factor affecting the mental well-being of younger career women, alongside work and financial pressure

Workplace stress, financial pressure and their physical appearance are the three factors contributing most to mental well-being problems for career women

The survey identified workplace stress, financial pressure and worries about physical appearance as the top three factors inhibiting the mental well-being of career women. Other factors include menstrual cycle irregularities, aging, dating, marriage, and family issues.

These factors have the largest effect on the youngest generations. 69% of respondents born in the 1980s and 78% of those born in the 1990s recognised work stress as a primary factor, while 45% of respondents born in the 1980s and 67% of those born in the 1990s identified financial pressures as affecting their mental well-being. Thus, respondents born after the 1980s considered these two factors to have a greater impact than those born in earlier decades.

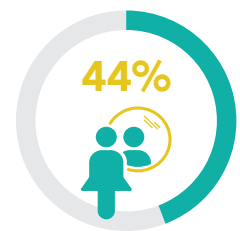
Notably, younger generations care more about their physical appearance. 40% of respondents born after the 1980s and 52% born after the 1990s stated they felt pressure in this regard.



Workplace stress












Financial pressure



Physical appearance

Sources of stress for career women at different ages

		Overall	1960s	1970s	1980s	1990s
Workplace stress		72%	34%	64%	69%	78%
Financial pressure		57%	27%	45%	45%	67%
Physical appearance, attractiveness, and body shape		44%	10%	29%	40%	52%
Menstruation, Physiological changes		41%	12%	29%	43%	43%
Aging		40%	27%	39%	41%	41%
Interpersonal relationships such as dating, marriage, and family issues		37%	5%	34%	38%	40%
Sleep deprivation and irregular work schedules		30%	15%	16%	25%	36%
Leaving electronic devices at home i.e. mobile phone		16%	20%	9%	10%	21%
Pressure in conceiving or pregnancy		15%	0%	4%	16%	17%

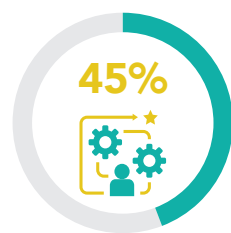
Ambitions to enhance competence and increase salaries are the primary drivers of workplace stress

Workplace stress, the largest identified factor affecting the mental well-being of career women, is produced by a diverse range of factors. Respondents commonly cited pressure to enhance competence and pursue salary increases, among other factors including overwork and workplace relationships.

For working women among all age groups, enhancing competence - often reflected as a constant drive to do better - was one of the top two factors producing work pressure. This finding is in line with that of the 2018 Green Paper on the Health of Chinese Career Women, which reported over 60% of career women considered "self-realisation" to be their key career motivation. This indicates that career women maintain a positive attitude towards work despite pressure from multiple sources.

However, this perception varies slightly depending on the age group. Respondents born in the 1960s and 1970s were more concerned with work-life balance. They cited an inability to remove themselves from work, blaming social media APPs like WeChat for blurring the boundary between work and their private lives. They also stated that fatigue from long commutes contributed to overall workplace stress. In contrast, those born in the 1980s and 1990s were more concerned with increasing their salaries and managing relationships with colleagues.

In addition, over 20% of respondents born in the 1990s indicated feeling dissatisfied or unhappy with their jobs - a feature unique to their generation.



Enhance
competence















Pursue salary
increases



Overwork

Sources of stress for career women across different age groups

		Overall	1960s	1970s	1980s	1990s
Enhance competence		45%	15%	34%	40%	51%
Increase salary		39%	5%	20%	42%	43%
Long hours, overwork, work-life imbalance		32%	15%	33%	33%	31%
Workplace relationships		31%	5%	26%	33%	33%
Work-life boundaries blurred by social media (WeChat)		21%	15%	21%	19%	23%
Fatigue from long commutes		19%	15%	17%	18%	20%
Performance stress		18%	7%	25%	15%	17%
Challenging work		17%	12%	15%	17%	17%
Customer relationship		16%	2%	14%	20%	16%
Dislike current job		16%	0%	11%	10%	21%
Never experience above-listed pressures in the workplace		9%	15%	9%	14%	6%
Frequent business trips		8%	10%	7%	11%	7%

03

Some modern habits, including staying up late and overuse of electronic devices, can undermine the mental well-being of career women

The rapid integration of science and technology into modern life has had a profound impact on everyday lifestyles. The universal use of artificial light, the prevalence of overwork, and the rich development of urban nightlife have transitioned everyday lives away from the traditional model of rising with sunrise and resting with sunset. These changes have been exacerbated by the emergence of mobile devices and the expansion of available information, allowing people to live their lives entirely through their phones or laptops. At the same time, increasingly mobile populations and the erosion of traditional concepts of marriage and family have prompted solitary lifestyles – such as living alone or sharing with strangers – to become increasingly common. The survey found that these modern lifestyles pose a hidden threat to the mental well-being of modern Chinese career women.

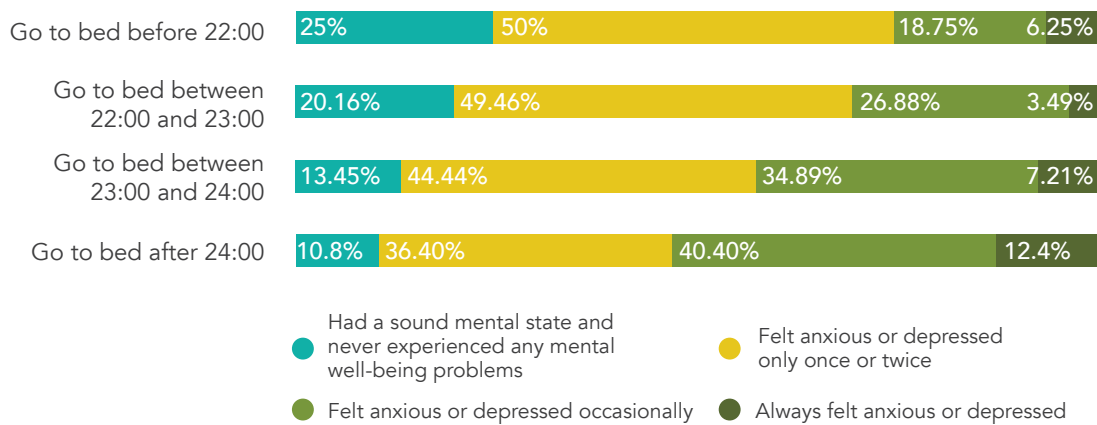
Those who sleep early are more likely to have good mental well-being

The 2018 Green Paper on the Health of Chinese Career Women reported that sub-optimal health conditions are increasingly common among career women, with insufficient sleep the most important problem. Nearly 50% of respondents admitted they frequently suffer from insomnia and related sleep disorders. This year's findings further support a significant correlation between sleep and mental well-being.

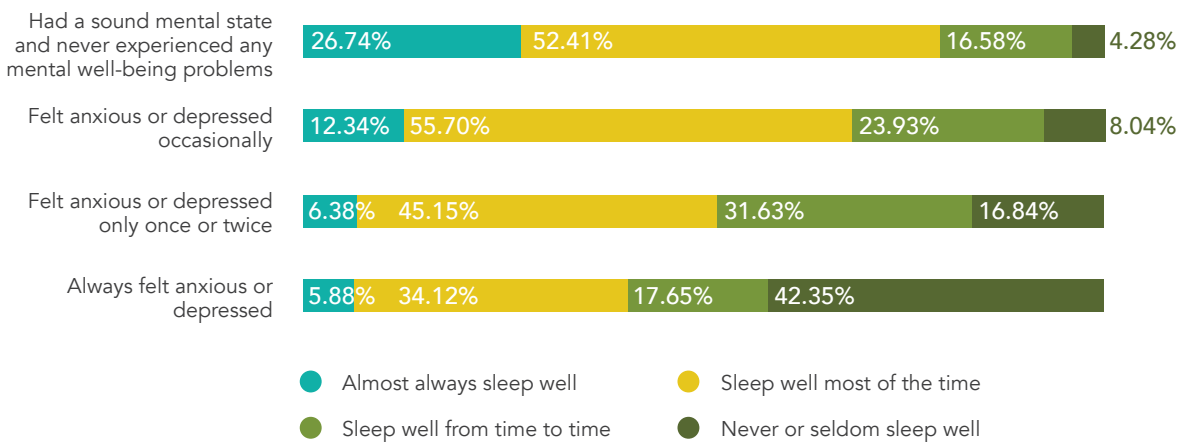
Working women who frequently stay up late have more mental well-being issues compared to those who go to sleep early. Among respondents who went to sleep before 22:00, 25% said they “always had a good state of mind and never experienced any mental well-being issues” over the past year. This percentage shrunk as respondents’ bedtimes were delayed, reaching just 11% for respondents going to sleep after midnight.

Mental well-being is also correlated with sleeping quality. The survey found that career women reporting better mental well-being also reported better sleeping quality. Of respondents who did not experience mental well-being problems in the last year, about 80% said that they slept well most or all the time. This percentage drops to 68%, 52%, and 40% among respondents who “felt anxious or depressed once or twice”, “felt anxious or depressed from time to time”, and “always felt anxious or depressed”, respectively.

Sleeping time and mental well-being over the past year



Mental well-being over the past year and sleep quality

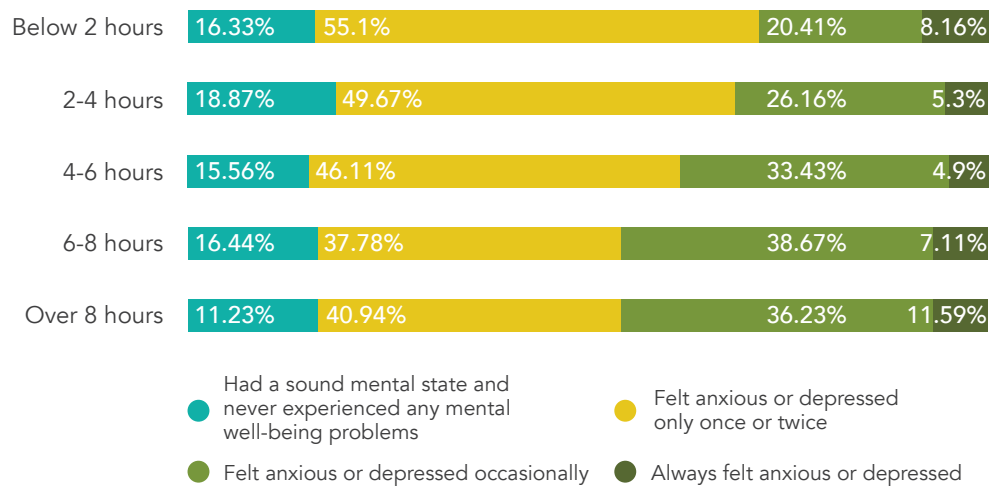


Use of mobile phones and electronic devices has a negative impact on mental well-being

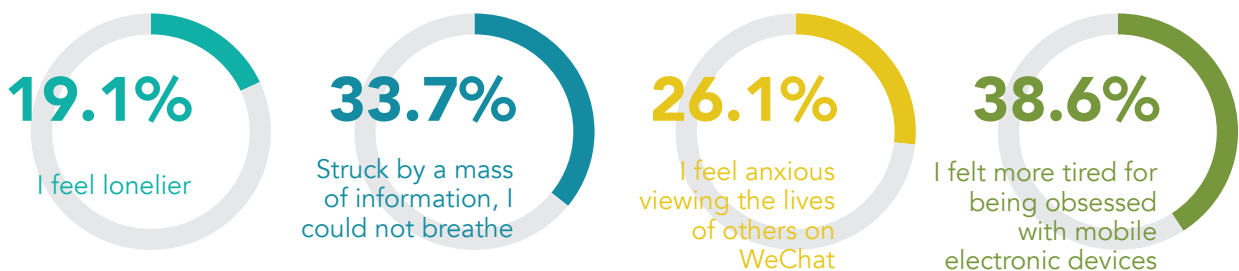
As technology has advanced, mobile electronic devices, including smartphones and laptops, have become an integral part of everyday life. The survey found that the more time respondents spend using mobile devices, the more likely they were to feel “anxious or depressed from time to time” or “always anxious or depressed”. Nearly half of respondents who used their mobile devices for more than 6 hours a day fell into these two categories – a far higher percentage than those who reported using their mobile devices for less than 2 hours a day (around 28%).

In addition, nearly 40% of career women cited their mobile device as a cause for fatigue or pressure from information overload. 26% of respondents indicated feeling stressed when viewing or comparing themselves to others’ lives on social media. 20% of respondents born in the 1990s indicated feeling stressed when their mobile phone has low battery percentage or was left at home.

Time spent on mobile devices and mental well-being in the last year



Opinions of career women on use of mobile electronic devices

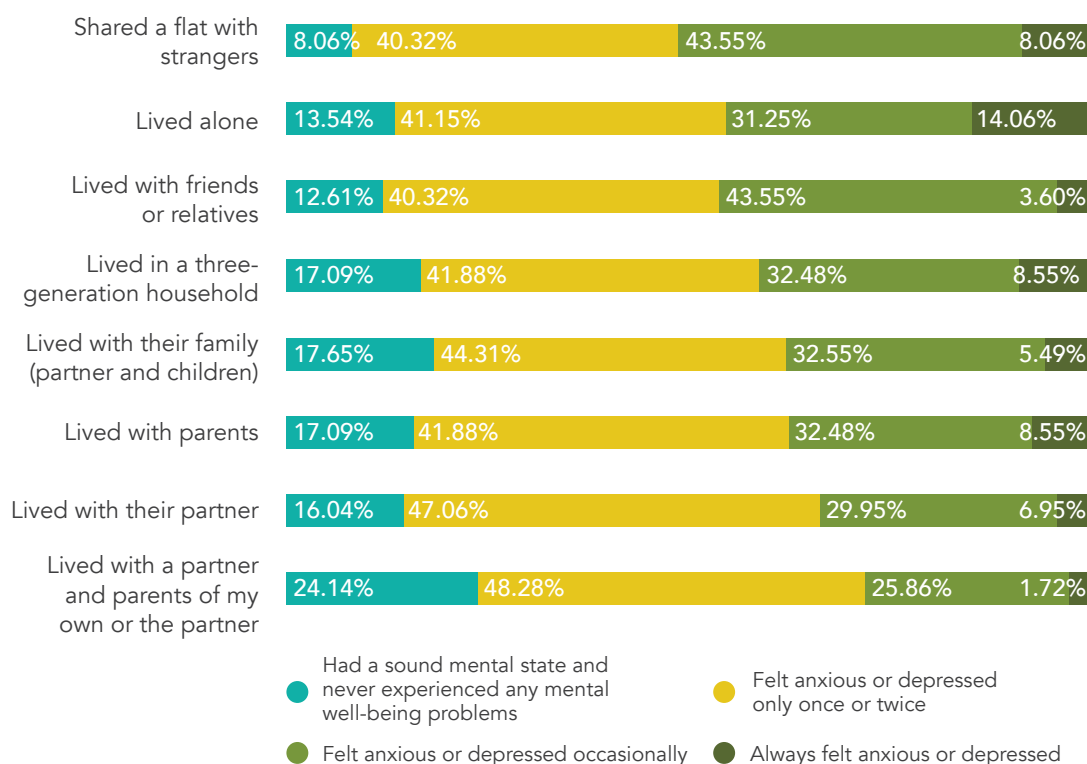


The mental well-being of those living alone or co-renting a residence with strangers should not be overlooked

Modern economic growth, growing urban populations, and increasingly diverse social values are changing traditional family-oriented lifestyles. As a result, many people now live alone or sharing living space with strangers. In 2015, data from the National Statistical Yearbook indicated 58 million Chinese adults lived alone. The Chinese Ministry of Civil Affairs' latest data shows that this is now over 77 million.

The effects of this lifestyle on individual, and particularly women's, mental well-being should not be underestimated. Survey results showed that as many as 92% and 87% of women who shared a flat or lived alone experienced some degree of mental well-being issues. Notably, nearly 14% of women who lived alone indicated that they always felt anxious or depressed, a far higher percentage than respondents in other groups.

Living arrangements and mental well-being over the last year



04

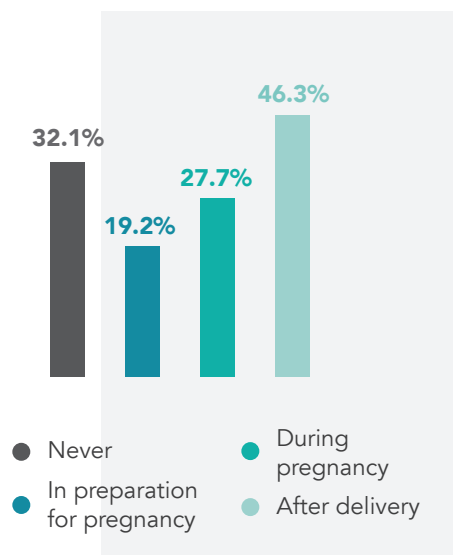
Most Chinese career women experience some form of pregnancy-related depression, with postpartum depression most common

Pregnancy-related depression is likely to affect most Chinese career women, with postpartum depression the most common problem

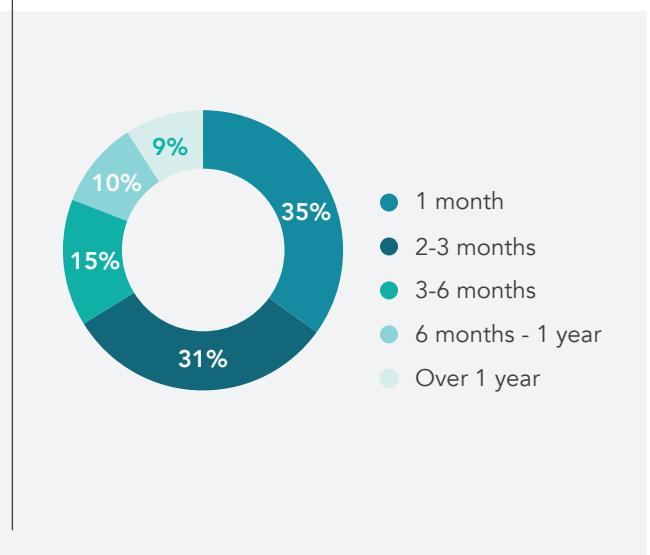
For most women, the birth of a child is a time of joy and happiness. However, physiological and lifestyle changes associated with pregnancy and childbirth can have a negative impact on their mental well-being.

Survey results showed that pregnancy-related depression is common among Chinese career women. Most respondents indicated that they felt depressed at least once while preparing for pregnancy, during pregnancy or after childbirth with postpartum depression most common among respondents (46.3%). Furthermore, among respondents who experienced pregnancy-related depression, nearly 66% of respondents felt this way for one to three months, and a further 34% indicated that symptoms lasted for more than three months.

Career women's experiences of pregnancy-related depression



Duration of pregnancy-related depression

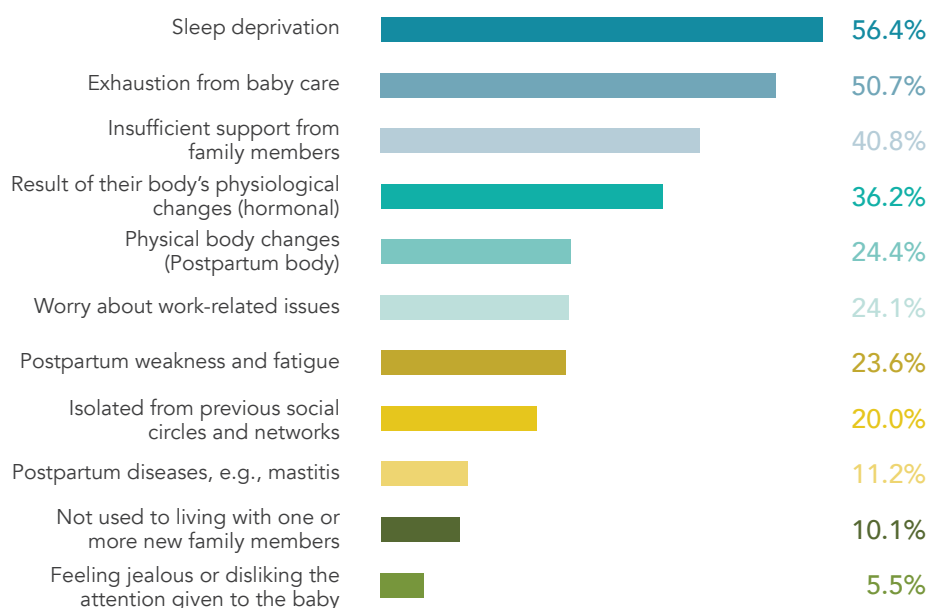


Pregnancy-related depression can be caused by a variety of factors, with the company of family members a crucial solution

When asked about the causes of depression while preparing for pregnancy, during pregnancy and after delivery, over half of respondents cited a lack of sleep (56.4%) and exhaustion from baby care (50.7%). This was followed by a feeling of insufficient support from their family and relatives (40%).

36% also recognised depression as a natural result of their body's physiological changes. Other factors that negatively affected career women's mental well-being included physical body changes, weakness and fatigue as well as the stress of returning to work.

Causes of mental well-being problems during and after pregnancy



The better their general mental well-being, the better their mental well-being during and after pregnancy

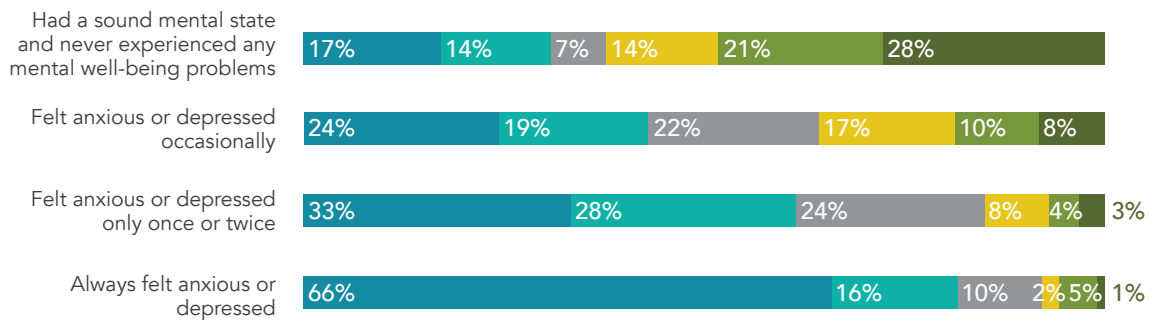
Survey results indicate a positive correlation between general mental well-being and mental well-being while preparing for pregnancy, during pregnancy and the postpartum period. Chinese career women who had better overall mental well-being were less likely to be affected by depression during their pregnancy or experience postpartum depression.

Of respondents who indicated they never experienced any mental well-being related issues within the last year, only 34% reported experiencing pregnancy-related depression. This percentage rises among respondents who experienced mental well-being issues in their daily lives. Of those who always felt anxious or depressed, 83% reported pregnancy-related depression, 49% of whom suffered for over six months.

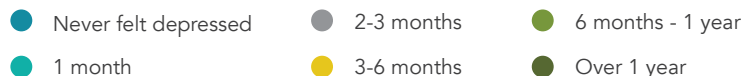
Chinese women should heighten their focus on mental well-being as they prepare for pregnancy. Optimising their daily lifestyle, through measures including keeping a balanced diet, exercising regularly, getting sufficient sleep and taking appropriate nutritional supplements, can positively contribute to their experience of pregnancy.

General mental well-being and pregnancy-related mental well-being

General mental-well being



Duration of pregnancy-related depression



Chinese career women prefer to deal with mental well-being issues alone, and only a small number seek professional help

Talking with friends, shopping, and sleeping well are the most popular solutions for relieving negative feelings among career women

The 2018 Green Paper on the Health of Chinese Career Women demonstrated that Chinese career women are most in need of emotional and mental well-being guidance in managing their psychological stress. This year's survey studied how Chinese career women currently manage negative emotions. Results show they rely primarily on self-management, with respondents preferring to socialise, shop, rest, cook and exercise to relieve their stress. Few seek professional help to manage their mental well-being issues.

There is no single, best-in-class approach to addressing psychological stress and mental well-being problems for everyone. What works well for one person may not work as well for another. Interestingly, almost 40% of Chinese career women indicated "shopping" as a primary stress-relief approach. Considering that financial pressure is a leading factor influencing Chinese career women's mental well-being, this behavior could be counter-productive and lead to an unhealthy cycle of mental well-being management.

Chinese career women's methods of managing mental well-being



Professional psychological counseling, diagnosis, and treatment is not popular among career women

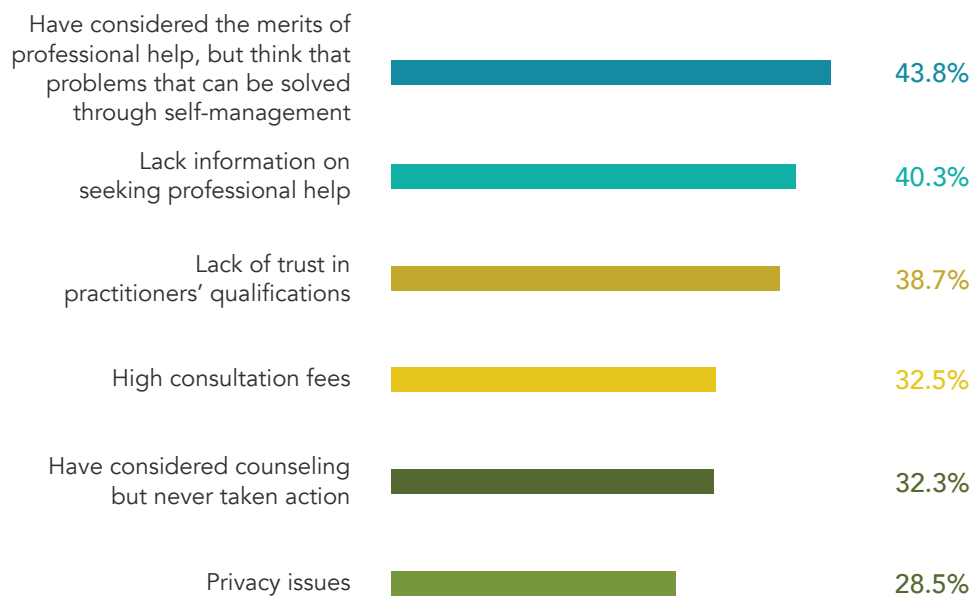
In recent years, the Chinese government has given greater importance to mental well-being and provided higher levels of funding for mental well-being services. The government has unveiled a stream of new policies, such as Instructions on Enhancing Mental Health Services and Notice on a Pilot Work Plan on Building a National Social Mental Service System, with the purpose of promoting the sound and sustainable development of psychological counseling.

However, more work needs to be done to enhance awareness and normalise acceptance of psychological counseling services. The survey showed that only about 6% of Chinese career women preferred to solve their mental well-being problems through consultation with professional psychologists. Of respondents that have never consulted a professional psychologist, over 40% considered counseling an ineffective solution and preferred to rely on self-management. In addition, ignorance about psychological counseling channels, lack of trust in psychological practitioners' qualifications, and high fees also reduce the likeliness of Chinese career women seeking professional health.

Consultation of mental health professionals by Chinese career women



Reasons for not consulting a mental well-being professional



Things you should know about mental well-being

Mental well-being is integral to the status of our overall health. The World Health Organization (WHO) defines health as a “state of complete physical, mental and social well-being and not merely the absence of disease or infirmity”. In a state of complete physical well-being, people can fulfil themselves and cope with normal life stress, thereby working productively and contributing to their communities.

Mental well-being is influenced by many things including social, psychological and physical factors. Rapid social change, workplace stress, gender discrimination, unhealthy lifestyle habits and poor physical health status all have an impact on our mental well-being. Many women in the workplace bear the double burden of having a career and caring for their families. Physiological factors unique to females such as menstruation (including the menopause) and pregnancy can also influence their mental well-being. On top of this, there are many stereotypes that persist in society regarding a woman’s ideal appearance. All these issues taken together make it imperative that we pay more attention to the mental well-being of Chinese career women.

The survey shows that mental well-being problems are common among Chinese career women, with anxiety and depression the most prevalent. 85% of respondents experienced some symptoms of anxiety or depression over the past year. Nearly 30% indicated that they felt anxious or depressed from time to time, and 7% always felt anxious or depressed. Other mental well-being problems include bipolar disorder, obsessive-compulsive disorder (OCD), and panic attacks.

More about anxiety and depression

Anxiety: Anxiety is an innate emotional response. It can be described as a fear or nervousness that manifests in the face of danger or difficulty, and uncertainty. It is usually accompanied by physical symptoms such as sweating, dry mouth, dizziness and heart palpitations. When symptoms last for more than six months with no specific reason, you may suffer from an anxiety disorder.

Depression: Feeling unhappy or discouraged occasionally is natural. However, if you feel consistently depressed for more than two weeks at a time, there is a chance that you have depression. People with depression often have trouble eating and sleeping, lose interest in activities they used to enjoy, question their own worth and can even have suicidal thoughts.

Self-screening: Career women can use The Self-Rating Anxiety Scale (SAS) and Self-Rating Depression Scale (SDS) to self-assess their mental well-being. SAS and SDS are internationally accepted measures used to quantify the degree of anxiety and depression on a four-degree scale. Each test consists of 20 questions covering emotional, psychological and physical symptoms related to anxiety and depression. However, SAS and SDS as initial screening tools cannot replace comprehensive clinical interviews for the diagnosis of mental illness.

The onset or development of a mental well-being disorder is often gradual. It is a normal response to experience negative emotional fluctuations following exposure to one, or many, adverse factors. Such fluctuations are normally resolved with the removal of the stimuli, through active intervention or through a change in perception. However, if negative emotions are mishandled or last for a long period of time, they can develop into a mental well-being disorder. In more serious cases, these disorders can be classified as a 'psychiatric disability' – a serious medical issue.

It is important that we are not afraid to recognise negative emotions and moods and that we need to actively manage our health and well-being instead of hoping it will go away. Feelings of being worried, upset or unhappy about something that we experience in daily life are often short-term issues and can be relieved using various methods. As we lead busy lives, negative emotion is inevitable – for example, anxiety is a natural response and defense mechanism against perceived threats. Mild anxiety can even be beneficial – it helps us be alert and solve our problems with heightened awareness. Therefore it is important for career women to consider their mental wellbeing and approach it positively and develop feasible solutions. It is also strongly advised that career women should seek support from family and friends, as being heard and supported by others is often one of the best remedies.

Mental well-being management strategies

Based on the survey findings, with particular attention given to respondent's current approach to managing negative emotions, the expert panel suggest the following three strategies for maintaining mental well-being.

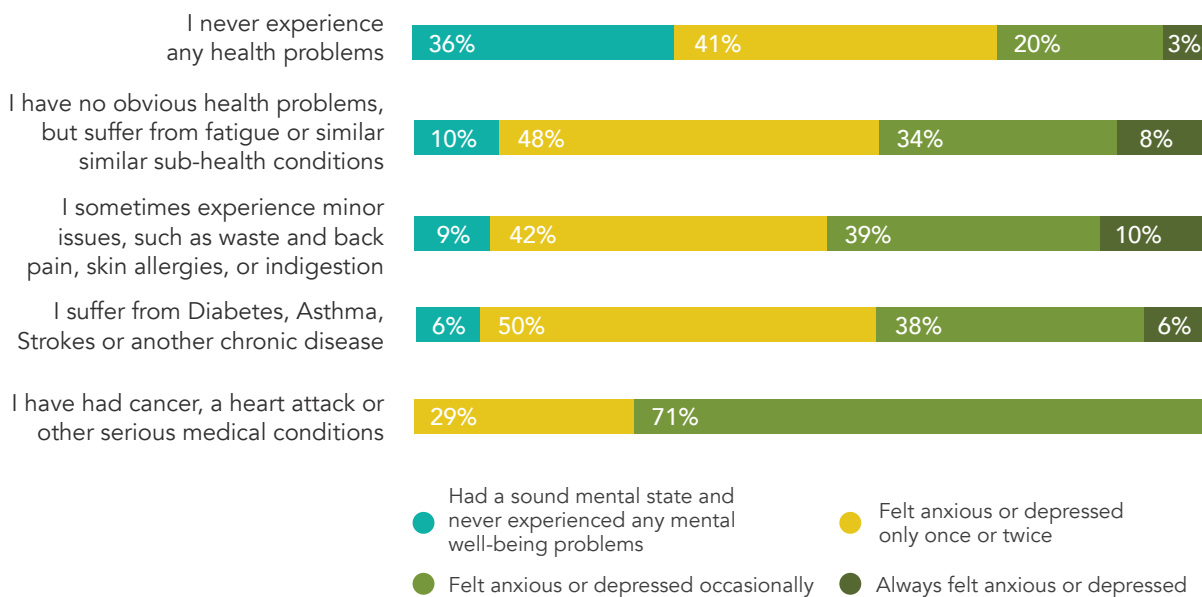
Build a solid foundation of physical health

Medical science and psychology research has indicated a close link between mental and physical health. A poor mental state can negatively affect your body's physiological makeup, disturbing your hormonal balance, immune system and making one more vulnerable to diseases. Physical health has a similar impact on mental well-being - chronic disease patients are more likely to experience anxiety or depression.

The survey's findings are consistent with such research. Chinese career women who are physically healthy are more likely to have good mental well-being. While 64% of respondents who had no physical health, issues indicated experiencing some anxiety or depression, the percentage becomes 94% for women suffering from chronic diseases, and all women with serious diseases had experienced mental well-being problems - 77% indicated feeling anxious or depressed occasionally.

Suggestion 1

Physical health and mental well-being of career women



Physical health is therefore an important guarantor of mental well-being. With conclusions drawn from the 2018 Green Paper on Health of China Career Women, we suggest Chinese career women take three actions: maintain a balanced diet, exercise regularly and ensure adequate rest to support their physical health and build a solid foundation for mental well-being.

1 Maintain a balanced and nutritious diet

There is no single food that contains a diverse enough array of nutrients to satisfy the body's health needs. It is therefore important to maintain a balanced diet which contains the broadest range of nutrients possible over the course of three meals a day. To achieve this, career women can refer to the 2016 Dietary Guidelines for Chinese Residents published by the China Nutrition Society. It offers effective guidance on how to adopt a balanced diet, with a pyramid-shaped guide detailing appropriate food and portion sizes.

According to the guidelines, the average adult should consume items from 12 different food groups each day, and from 25 different groups each week. The average adult is advised to consume 250-400 grams (g) of grains and cereals, 300-500g of vegetables (with around 50% leafy greens), 200-350g of fresh fruit (not fruit juice), 300g of dairy products, and 120-200g of fish, poultry, eggs or lean meat daily.

In particular, research has shown a diet high in junk food has a negative effect on mental well-being, whereas a healthy diet has a positive effect.

In addition, a balanced diet and sufficient nutritional intake is important for the body's own production of neurotransmitters, chemicals important to the nervous system and brain. A healthy balance of these chemicals can help reduce one's vulnerability to mental well-being disorders and improve overall mood. In contrast, negative emotions including anxiety and depression, as well as poor lifestyle habits including smoking and drinking, can counteract the positive impact of a balanced diet. It is therefore important to pay close attention to these issues, to ensure that your nutrient intake does not become a hindrance to achieving positive mental well-being.

As many career women live hectic lives with frequent travel, it can be difficult to consistently eat a balanced diet of three meals a day. Under such conditions, dietary supplements can ensure a balanced nutrient intake in the short term.



A class of essential fatty acids that includes EPA (eicosapentaenoic acid), DHA (docosahexaenoic acid) and alpha-linolenic acid. Omega-3 is primarily found in fish oil and nuts. DHA and EPA promote the effectiveness of brain neurotransmitters, reduce inflammation and help improve memory and moods, as well as alleviating anxiety and depressive symptoms.



A class of vitamins that play a key role in glucose metabolism. It plays an important role in the brain's production of serotonin and dopamine, 'happy' chemicals responsible for the brain's pleasure and reward systems. It also helps regulate the nervous system, alleviate mental tension, and enables us to manage stress better. B vitamins can also reduce inflammation in the body and brain and enhance brain function.



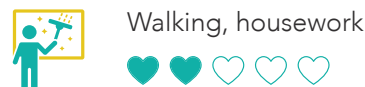
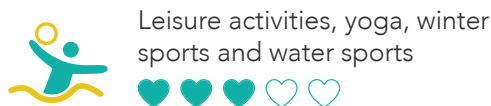
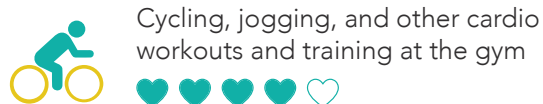
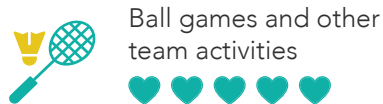
A type of microorganism that helps stimulate the intestinal nervous system after ingestion. Probiotics lower inflammation in the brain, which can reduce anxiety and depressive symptoms.



Magnesium is an important mineral that plays an important role in the nervous system and supports normal muscle function. Magnesium also promotes serotonin synthesis, helping to improve sleeping quality and relieve tension and negative emotions.

2 Regular exercise to maintain vitality

Effective exercise can improve heart and lung health and enhance flexibility and muscle strength. In addition, exercise positively affects endocrine functions and stimulates the brain to release endorphins or 'happy hormones' that can trigger a positive feeling in the body. In 2018, Yale University researchers published a study that showed people who exercise regularly are less likely to suffer from mental well-being disorders, especially depression. The study showed that team sports – combining exercise with social activities – had the greatest overall benefit for mental well-being. Aerobic exercises, such as cycling, also demonstrated significant benefits. Even housework, which the research considered light exercise, have a positive boost to participant's mental state.



3 Keep a routine and get sufficient sleep

Most living organisms, including humans, have a natural internal process that regulates our daily sleep-wake cycles – our circadian rhythm or body clock. Disruptions to one's biological clock can adversely affect various body functions, inhibiting cognitive and physiological abilities as well as the immune system. Career women often face multiple pressures from work and life. Business trips, especially overseas, can easily disrupt the body's natural rhythm. While these circumstances are inevitable, career women should make an effort to rest and reset one's body clock before returning to their daily work.

Bad lifestyle habits, such as mobile phone overuse, coffee addiction, excessive smoking and drinking have a hugely negative impact on one's body clock. Since these factors are relatively controllable, career women should exercise restraint bad lifestyle habits to minimise disruptions to their internal rhythm. Self-discipline, regular scheduling, high-quality sleep, and sufficient life energy are thus crucial for career women.



Psychoactive substances affect an individual's psychological processes such as cognition and emotion after use. Common psychoactive substances, such as tobacco, alcohol, coffee, and tea, are stimulants that excite the body system. Therefore, try not to consume it before bedtime.



Electronic displays emit blue light that can suppress melatonin production and interferes with our body clocks. Blue light exposure mimics daytime and makes it difficult to fall asleep.



Only get into bed or enter the bedroom when you are ready to sleep. This routine allows your body to recognise sleep signals and improves your ability to fall asleep.

Suggestion 2

Establish multiple outlets for negative emotions

Without proper acknowledgement or treatment, negative emotions can reach unhealthy levels and become a mental illness “timebomb” triggered by uncomfortable or extreme external events. It is therefore important to have a good outlet for releasing negative emotions, and to not suppress or internalise them.

Everyone has a different capability for emotional management and different methods for relieving stress and bad emotions. The suitability of an approach should be judged based on its effectiveness and accessibility for each individual, without risk of harming oneself or others. However, consistent reliance on a single outlet is often insufficient. Experts therefore suggest career women establish multiple outlets for negative emotions, with the following methods generally applicable to most women.

1 Socializing and communicating

The amygdala is the part of the brain activated when an individual is under pressure. Compared to men, the left side of the amygdala is more active in women. Therefore, women are more inclined to find confiding in others a good method for relieving stress. Psychologists like to say, “women are language animals and men are cave animals.” Our survey confirms this point, in that respondents most commonly managed their negative emotions through talking to their friends and family. Career women should therefore seek help from trustworthy friends, relatives or colleagues when feeling pressured or overwhelmed. Daily social activities and good interpersonal relationships with mutual support and encouragement are an important part of this. Career women should also be patient and support friends and family troubled by negative emotions. In these situations, listen and care for your friends - companionship is needed over criticism and avoidance.



2 Develop diverse hobbies

Hobbies are a good way for people to relax and live a balanced life. Engaging in leisurely activities are a good way for career women to channel their thoughts into areas of interest and counter negative feelings. It also offers a way for women to cultivate their interests in a society that increasingly values ability, helping to improve self-esteem and work efficiency or creativity.

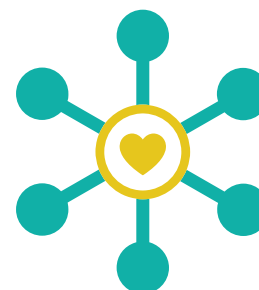


3 Other alternative methods

Keeping a journal: When we keep a diary, we record not only the events, but also our feelings. Putting our personal feelings and emotions into words can help career women reflect and analyze issues, gain new perspectives, and achieve a sense of calmness.

Singing: Music can play a special role in treating mental illness. Melodies and profound lyrics can help women counter negative emotions. Singing is also another effective way to resolve anxiety and other negative emotions.

Crying: Crying is a natural and common emotional response. It helps relieve depression and grief. Tears can reduce chemical substances that cause depression in the human body. Crying therefore reduces psychological stress and stabilises emotions.



Management of negative emotions need not be limited to the above three methods. Effective catharsis of negative emotions varies from person to person and is highly dependent on the deeper causes of such emotions. Career women should identify and analyse their own sources of stress, and accordingly adjust their mentality to respond positively and in a way suitable for themselves.

Suggestion 3

Seek help from psychological professionals

Genetics, family, social environment, and individual personality are all factors that influence an individuals' capability to deal with external stimuli and negative emotions. While some people can easily handle negative emotions, others can find it difficult to "let go". The frustration of feeling unable to relieve negative emotions impacts work, study, interpersonal relationships, and other social activities. When left untreated, issues can develop into anxiety, depression, and other mental illnesses. Career women should pay special attention to their mental well-being and not hesitate to seek assistance from professionals.

However, our survey found out that 40% of career women do not know where to get professional counseling; with a further 30% of respondents unaware ordinary hospitals offer psychological counseling. More importantly, the public often stigmatizes and discriminates against those suffering from mental illnesses in China, which can discourage those in need of help from seeking it. Around 10% of career women reported concerns over receiving psychological counseling due to the way that others may view them. Unprofessional counseling, harsh questioning from psychotherapists, and the side-effects of psychotropic drugs, are also common worries that prevent career women from seeking help even if needed.

Reasons for not going to hospital when suffering from mental well-being problems



About Psychology Health Practitioners

There is a range of healthcare professionals who treat psychological conditions, and in China, their roles are often misunderstood. All professionals who provide mental health services in a broad sense, including diagnosis, treatment, and counselling are all considered “psychology workers”. Among them:



Psychiatrists are medical doctors licensed to prescribe psychological and psychiatric treatments and drugs, and are professionals in diagnosis and treatment of mental illness.



Psychiatrists-mental health practitioners are medical practitioners who are certified by the government’s health administration. When helping people with mental problems, they can use medications and other related intervening practices to treat people with illness.



Counsellors are psychology workers who are certified by the previous Ministry of Labour (which is now the Ministry of Human Resources and Social Security). Through the usage of psychology and related knowledge, they help those who struggle with mental problems and concerns. According to the latest Mental Health Law, counselling and treatment are distinct; counselors are not allowed to diagnose nor prescribe any drugs or treatment for mental illness or disorders.

Formal channels and solutions for psychological help

Experts recommend these channels and solutions for Chinese career women who are seeking help:

12320 Hotline: A public health hotline established by the National Health Commission in 2005. It provides health consultancy including mental well-being-related problems and complaints services. Professional psychotherapists are available under the extension “5”.

Psychiatric departments of general hospitals or mental well-being centers: Psychiatrists first perform an evaluation on patients, and then offer systematic mental or medical treatment according to the diagnosis.

Psychological clinic in standard hospitals: Psychotherapists from standard hospitals are good options for career women who need face to face conversational counseling services.

It is undeniable that the mental well-being sector in China faces many problems including the shortage of professional psychotherapists, uneven resource allocation, limited accessibility, and overpriced treatment. Psychotherapists generally find it impossible to guarantee sufficient time to every patient due to over demand and under resourcing. Patients may need to wait as long as a month to see their psychotherapists. As a result,, industry insiders are calling for more mutual understanding and support between psychotherapists and patients. Patients should understand the intensity of working as a psychotherapist, while psychotherapists should work to improve their methods and treatment quality. This can include avoidance of harsh questioning and the provision of a kind and comfortable experience for patients.

Mental well-being care during pregnancy and childbirth

Pregnancy is a special stage in a woman's life. During pregnancy, women face major changes in both their bodies and minds which can severely challenge their mental well-being. Physiologically, women undergo a series of changes during pregnancy and childbirth. Endocrine and hormone levels change significantly during pregnancy, and the body loses its ability to self-adjust. Psychologically, anxiety over pain during delivery and the child's growth can unsettle a woman's psychological balance and result in emotional fluctuations. Generally speaking, temporary depression during the perinatal period is normal. However, a woman's ability to deal with stress determines how long these negative emotions last.

More importantly, depression in pregnant mothers is often ignored by close family members, who can misinterpret bad moods as temporary emotional fluctuations. Many pregnant women themselves take a long time to realise that they are suffering from depression. Obstetrics and gynecology experts point out that many mothers do not know how to distinguish symptoms of postnatal depression from other physical discomfort.

Obstetrics and gynecology experts believe that it is crucial to improve Chinese career women's ability to cope with new environments and situations in order to ease depression. They give several pieces of practical advice from different perspectives on how to do so:



Stay physically healthy: A woman's physical fitness before pregnancy can affect their own pregnancy and the health of their child. Career women should therefore effectively plan for pregnancy and ensure they are in the best physical condition for childbirth. This requires them to avoid being pregnant accidentally or during illness. The physiological changes that bodies undergo during pregnancy can place an extra burden on the heart and kidneys, as well as increasing metabolisms so elevated amounts of nutrients are required to remain healthy. It is therefore recommended that women pay particular attention to balanced nutrition, while avoiding excessive supplementation and overnutrition. Furthermore, pregnant women should avoid sitting in the office for a long time, and instead engage in soothing exercises like yoga and walking. Following delivery, extra attention should be paid to hygiene and nutritional balance. It is also recommended that pregnancy takes place before the age of 35, to avoid risking unnecessary health complications.



Prepare for pregnancy: This not only includes preparation of materials such as birth bags, milk powder and diapers, but also knowledge about childbirth including modes of delivery, delivery pain, the possibility of depression, resultant changes in living conditions and the energy required to care for the baby. A lack of knowledge can produce substantial anxiety. Pregnant women should also undergo regular screening, receive treatment at an early stage and see a doctor when feeling discomfort.



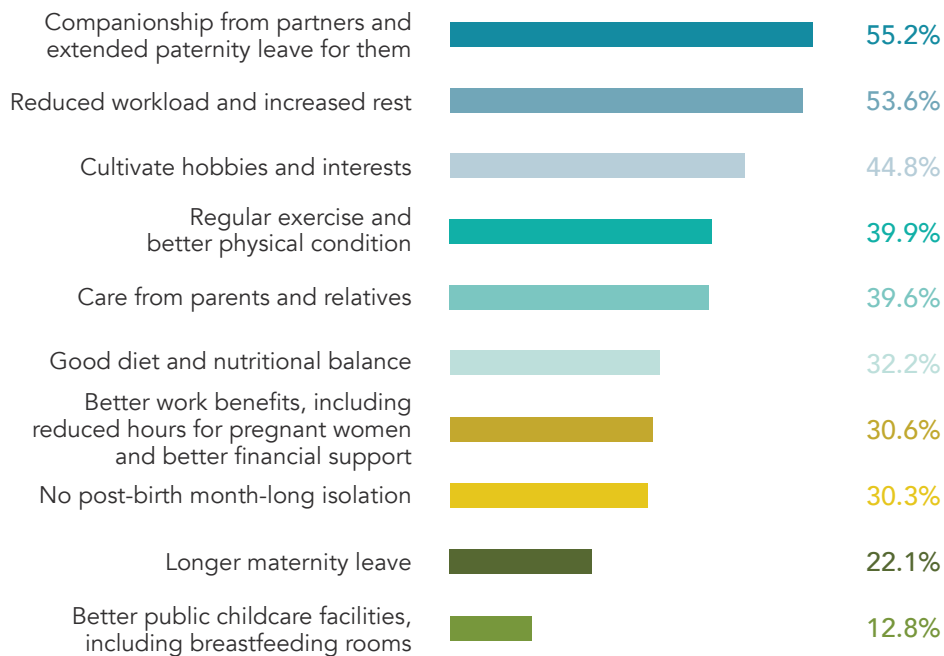
Actively seek help: Many women can manage on their own in the workplace. However, during pregnancy, it is not necessary for them to handle everything by themselves. Seeking their family's help, communicating with their family members, and caring for the baby together with others can help to reduce their physical and mental burden. In addition, some modern obstetrics and gynecology departments have psychological counseling facilities that women can seek out when needed.



Communicate with the outside world: In Chinese traditional culture, women spend the first few weeks after delivery receiving postpartum care, called “sitting the month”. However, modern science regards this tradition as potentially dangerous to mental and physical health, and for the sake of their mental well-being it is essential for women to stay in communication with the outside world. For example, communication with women who have similar experiences and participation in small-scale workshops aimed at relieving the negative emotions associated with childbirth can help new mothers overcome the challenges associated with childbirth.

The birth of a new child can be one of a family’s most treasured moments. Pregnant women are usually the focus of the whole family and receive a great deal of attention and care before the baby is born. After the baby is born, however, attention will immediately switch from the mother to the child. The experience of suddenly “falling out of favor” can have a negative impact on the new mother’s mental well-being. The survey shows that over 40% of career women consider the lack of sufficient support from other family members as a definite cause for their depression. In addition, over half of respondents explicitly point out that companionship from partners with extended paternity leave effectively protects them from negative emotions during pregnancy.

Factors career women believe could reduce pregnancy-related depression



Promoting mental well-being, creating a prosperous and happy society

Healthy women are key to the development of a healthy society. According to survey results from the 2018 Green Paper on the Health of Chinese Career Women, nearly 90% of career women identify themselves as their households' key decision-maker for health, with parents and children their top priority. We believe that career women are the creators and guardians of family happiness. Only when Chinese career women have strong mental well-being can they express themselves and communicate with family members in a positive way. Women with strong mental well-being can also provide a strong foundation to cultivate the next generation.

Elevating women's mental well-being requires a renewed focus on science-based health education and communication. Healthy China 2030 clearly outlines the importance of promoting mental well-being to the building of a healthy nation. As part of this process, the plan elevates the promotion of mental health and well-being, mental well-being knowledge, and mental well-being awareness to a national priority. Based on the issues reflected in the survey, experts suggest:

- 1 Career women should hone their ability to create and sustain happiness.** Long-term work pressure can be a significant cause of mental well-being problems. Career women can use such pressure as motivation, and look towards their colleagues and partners when dealing with difficult problems. When facing burnout related anxiety and depression, career women should set new challenges that can give them a broader sense of perspective about their own achievements and capability – allowing them to maintain confidence in withstanding the immediate pressures of a heavy workload. When work reduces the amount of time they can spend with their family, we encourage women to make the most of their interactions and time together, and understand that a positive attitude towards their working life serves as an example to their family.
- 2 The government should strengthen the mental health profession and medical resources dedicated to mental well-being.** At present, there is a large shortfall in professional mental well-being resources, and it is often difficult for patients to find and judge the quality of mental health professionals. Relevant public health departments should improve the quality of mental health services by investing in the development of new professionals and raising standards for entry to the profession, enhancing overall trust in psychological services. The government should also bolster mental health and social care services in social units such as schools and public communities to enhance the availability of support for mental well-being.
- 3 Social media should be reformed to lessen the influence of negative factors that impact mental well-being.** In our increasingly digitalised society, attention and views can mean everything. However, bad faith tactics employed by social media channels to increase views can have a negative impact on a woman's mental well-being. To this end, we recommend health professionals participate in conversations about mental well-being risks on social media to better educate the public and support at-risk groups. In addition, relevant health departments and professionals can consider using technology to develop improved channels in promoting mental well-being communication and education, such as APPs or websites.

4

Employers should create a work environment conducive to mental well-being.

According to our survey, workplace stress ranked number one among all factors causing mental well-being problems for career women. Employers should implement non-discrimination policies for mental well-being disorders and promote a positive environment for open and non-biased communication. For example, a measure that could support this includes a feedback system for women, and especially for pregnant women, to share their mental well-being needs and concerns. Relevant companies may also consider including mental well-being in social responsibility programs. Initiatives that can be explored include cooperating with hospitals and communities to carry out mental well-being workshops as well as encouraging their employees to volunteer with such services.

Through the 2019 Green Paper on the Mental Well-Being of Chinese Career Women, the Tsinghua International Centre for Communications and BLACKMORES Institute hope to raise public awareness of the mental well-being of career women and offer science-based solutions for this group of people. We also call on people from all walks of life to work together to promote the development of China's mental well-being industry and promote a happier society for all.

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